

Queen's Ratifies First Collective Agreement

ON MONDAY, DEC. 16, 1996 the academic staff of Queen's University overwhelmingly ratified their first collective agreement with the university following a year at the bargaining table. 93 per cent voted in favour of the new agreement. 477 of the 865 members of the bargaining unit (or 55 per cent) turned out for the vote. The three-year agreement covers professors, librarians and archivists, special appointees, adjuncts, and some coaches with teaching duties. "To say the least, I'm very pleased with the results of the vote. It's a good agreement. This is a new era of cooperation between the administration and the academic staff at Queen's University," said Frank Burke, President of Queen's University Faculty Association (QUFA).

The academic staff at Queen's voted to unionize in September 1995 and certification occurred on November 7 of the same year. In addition to regular faculty, the bargaining unit included professional librarians, archivists and some but not all part-time faculty. The asso-

ciation served notice to bargain shortly thereafter. The faculty had become increasingly frustrated with the Board of Trustees' unilateral imposition of salaries and other terms of employment. One of the main objectives of the QUFA bargaining team was to achieve a binding and independent dispute resolution mechanism that was fair to both parties. The decision to certify came after the Board refused to agree to a satisfactory special plan outside of the *Ontario Labour Relations Act*.

"The people who have to be congratulated are the members of our bargaining team and strategic action committee. It was never easy on the team. Their tremendous dedication and relentless efforts are what got us this agreement. CAUT was also of great help throughout the past year. Representatives of CAUT were at the table with us during the last three crucial weeks of bargaining," added Burke.

Negotiations between association and university representatives started in late February 1996 and proceeded slowly thereafter. The early winter was taken up with non-

Queen's University —
A new era of cooperation.

bargaining issues such as a pension surplus and an early retirement plan offered by the university. The atmosphere at the bargaining table was, at most times, cordial and productive. Both parties dealt with a cluster of articles at a time. Progress at the bargaining table was slow but constant until a summer break in July.

Throughout negotiations, the bargaining team was in constant contact with the membership. They issued a weekly Negotiation Update to inform the membership of the progress (or lack thereof) at the bargaining table, met frequently with a group of representatives from university departments and units, and regularly sought clarification on their mandate from the QUFA Executive.

By the end of September, several minor articles had been settled — mostly those of an administrative nature such as copies of the

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Une première convention collective pour la QUFA

LE LUNDI 16 DÉCEMBRE 1996, le corps universitaire de l'Université Queen's a voté massivement (93 p. 100) en faveur de la ratification de sa première convention collective avec l'université après un an de négociation. Des 865 membres de l'unité de négociation, 477 sont allés voter, soit une proportion de 55 p. 100. D'une durée de trois ans, la convention collective s'applique aux professeurs, aux bibliothécaires et aux archivistes, aux contractuels, aux chargés de cours et à certains instructeurs ayant des tâches d'enseignement. Le président de la Queen's University Faculty Association (QUFA), Frank Burke, a déclaré qu'il était ravi du résultat du vote et que l'entente était bonne.

«Il s'agit d'une nouvelle ère de collaboration entre l'administration et le corps universitaire à l'université Queen's», a-t-il ajouté.

En septembre 1995, le corps universitaire a voté en faveur de la syndicalisation. L'association obtenait son accréditation le 7 novembre suivant. Outre les professeurs réguliers, l'unité de négociation comprend les bibliothécaires, les archivistes et une partie des professeurs à temps partiel. L'association a signifié son intention de négocier peu de temps après. Les professeurs étaient de plus en plus frustrés que le conseil d'administration impose unilatéralement les salaires et d'autres conditions d'emploi. L'un des principaux objectifs de l'équipe de négociation de la

QUFA était d'obtenir un mécanisme de règlement des litiges exécutoire et indépendant, équitable pour les deux parties. La décision de l'accréditation est intervenue après que le conseil d'administration eut refusé d'accepter un régime particulier satisfaisant en dehors de la *Loi sur les relations de travail* de l'Ontario.

«Il faut féliciter les membres de notre équipe de négociation et du comité de stratégie. Les choses n'ont jamais été faciles pour eux. C'est grâce à leur remarquable dévouement et à leur travail acharné que nous avons pu obtenir cette convention. L'ACPPU a également été d'une grande aide tout au long

Voix QUFA... à la page 4 ☞

Brock Academic Staff Unionize

BROCK UNIVERSITY PROFESSORS and librarians have formed a union.

At the certification polls on Nov. 26 the result of the count conducted by the returning officers for the Ontario Labour Relations Board showed that 64 per cent of eligible faculty members had voted in favour of certification. Among librarians, whose votes were segregated and counted separately, 75 per cent were in favour.

Although Brock faculty members are among the least well paid professors in the province, salaries are not the main motivation for certification. According to Professor Dawn Good, president of the Brock University Faculty Association,

"the university administration has increasingly tried to alter employment conditions unilaterally, rather than negotiating such changes with the people affected."

Professor Good added that she does not think that certification will produce greater hostility or distance between professors, librarians and university administrators. "Once we have the rights associated with certification, I think we will be able to return to a collegial and harmonious style of decision making since each side will see the other as an equal partner. We look forward to negotiating our first contract, as a certified body, with the University." ■

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The National Consortium of Educational and Scientific Societies conducted a major Ottawa lobby blitz in November and December. See *Pre-Christmas Lobby of the National Consortium*.

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The Canada Pension Plan has been the subject of continuing — and misinformed — public debate. See *Hysteria Poor Substitute for History in Public Debate*.

Granting Councils Revisit Ethics Code — Time Limits Extended

Differential Fees in Quebec

Canada until recently has maintained a free market for students within Canada in the sense that provinces do not charge extra fees for out-of-province students from other parts of Canada. Recently the Quebec government announced that it would charge fees for such students. The *Bulletin* examines the current debate in the news media over the idea of differential fees in Canada.

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Free-Trade in Students

Differential Fees Impoverish Us All

Quebec Tuition Fees Still Good Deal for Outside Students

AUCC Reacts to Quebec's Proposed Fee Changes

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Tuition & Equality

Quebec Builds Walls

EN BREF

Droits différentiel au Québec

Jusqu'à tout récemment, les provinces n'imposaient pas de droits de scolarité plus élevés aux étudiants venant d'autres régions du Canada. Toutefois, le gouvernement du Québec a annoncé en novembre qu'il majorerait les droits de scolarité pour les étudiants canadiens ne résidant pas au Québec et fréquentant les universités québécoises.

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La hausse frappera 16 900 Canadiens et étrangers

La FQPPU s'oppose aux droits différentiels

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Le Québec abandonne une fière tradition d'accessibilité aux études supérieures

IN FEBRUARY

The House of Commons Heritage Committee reported a blizzard of amendments to the proposed Copyright Act to the House on Friday, Dec. 13. The government is expected to proceed with the legislation when the House reconvenes in February. There will be a full analysis in the February issue of the *Bulletin*.

LETTERS



COURRIER

Structures of resolution — a necessary evil

I pass no judgement on the merits of the antagonists of the Westhues/Nelson case, but I do have some observations about President James Downey's self-justifying arguments.

It is a pitiable truism that in the best of all worlds our social relations would proceed on the basis of uncompromising honesty, integrity, fairness, empathy, goodwill, good faith and all other sorts of praiseworthy attitudes and virtues.

But only an idiot with blinders would think that this is a way things will always (or even typically) work — especially in large institutions with layer upon layer of managerial authority, multi-million dollar budgets, and an increasingly heterogeneous and competitive ethos.

Hence the need for clear policies, structures, sanctions and neutral judges. In the absence of all those laudable and desirable personal qualities that would reconcile all conflicts amicably and rationally there is still a way out. That way is to utilize institutionalized structures of resolution if not reconciliation.

All this, of course, is only a secularized transposition of the Christian doctrine of Grace and Law and it strikes me that as an erstwhile theologian, James Downey should have known this.

ANTONIO R. GUALTIERI
Religion, Carleton University

'Closed' conference a misperception

I was concerned to read in the November 1996 issue of the CAUT *Bulletin* of a misunderstanding that had arisen around the conference we helped arrange in September for the Canadian Association of University Business Officers and the Vice-Presidents (Academic).

In particular, I was disturbed by the suggestion that the Centre for Higher Education Research and Development would be party to any exclusion of the CAUT or its affiliate members from a public conference. We are very much aware and appreciative of the central place and role the association and its affiliate members occupy in the higher education enterprise.

In point of fact, however, it had been decided the conference in question would not be a public event; given its goals and purposes, the planners decided the event would most appropriately be limited to the two sponsoring bodies. No individuals, agencies or associations outside the CAUBO and the Vice-Presidents (Academic) were invited or registered. (Indeed, even for ACAPPU, participation was limited to Vice-Presidents (Administration).)

It seems that an early draft planning document had somehow come into circulation and led to the understandable perception that groups outside the two associations would be involved. Given that perception, I can certainly understand your reaction; and I can only regret and apologize for any lapse of communication on our part.

That early draft planning document had been prepared before the needs and purposes of the intended meeting had been clarified. It became obvious in the course of subsequent discussion that those purposes would be best served by a meeting designed specifically for the groups involved,

rather than a broad public conference. This was seen to be a unique opportunity to bring the two groups of vice-presidents into joint discussion of issues of common concern. For this reason it was planned as an adjunct to their respective national meetings.

The conference *per se* was, therefore, designed in terms of those meetings and groups, and it was accordingly quite different in focus, content and purpose from what a free-standing public conference on the same broad topic might have had. Indeed, the goals probably could not have been met through another format, however useful such a public conference might have been in and by itself.

I don't think it would normally be considered at all unusual or inappropriate to have such a focussed meeting designed by and for a designated group; it is just unfortunate that it was inadvertently perceived to be something other than what it was. My apologies again for that, and my regrets that the misunderstanding led to misperceptions about our respect for the place and contribution of the CAUT.

ALEXANDER D. GREGOR

Director, Centre for Higher Education Research & Development, University of Manitoba

COMMENTS? QUESTIONS?

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BARGAINING & BENEFITS

Fallout from Trent Strike

University President Tenders Resignation

THE PRESIDENT OF TRENT University, Leonard Conolly, announced his resignation early in January, a month after the end of the second faculty strike at Trent University. This followed the resignations in December of the Vice-President (Academic), Robert Campbell, and the Dean, John Syrett. Campbell was the second academic vice-president to resign in 1996.

The Board of Governors also announced the appointment of an external review of the management of the university composed of Harry Arthurs and Joyce Lorimer. Harry Arthurs is professor of law and political science at York and former Dean of Law and President of York. Joyce Lorimer is professor of history at Wilfrid Laurier and Past President of the CAUT. Professor Arthurs chaired a committee of inquiry into the aftermath of the Concordia tragedy.

The overall mandate of the committee is to address two issues:

- how to ensure that Trent's administration meets the standard of best practice within the Canadian university community; and
- how to initiate a process which will over the long term promote constructive relations amongst students, staff, faculty, administration, the Board and other bodies concerned with the governance of the university.

The review committee will interview the interested parties and will make a public report.

John Fekete, the President of TUFA, welcomed the inquiry on behalf of the faculty association.

These decisions came after two difficult months at Trent. The faculty association went on strike in November. The administration argued throughout that there was no money available for salary increases. It attempted to revoke the agreement it made in 1991 to end the faculty strike of that year by agree-

ing to pay the Trent faculty at the Ontario average. It insisted on paying large sums of money to pursue an appeal of a court case involving pension surplus which the faculty had won but which it was nevertheless prepared to negotiate.

A settlement was ultimately reached with the assistance of a mediator and ratified by the faculty on Dec. 6 by a vote of 151-1.

Almost immediately thereafter the President caused a storm by announcing that the university would pay \$1,000 bonuses to the non-union staff for their sterling work during the strike. The administration then denied that it was a reward for work during the strike. The non-unionized staff voted to refuse the bonuses but the administration nevertheless announced the bonuses would be paid. All this provoked a heated debate in the Senate and elsewhere on campus. The Senate voted to recommend that the bonuses be paid to all staff who worked during the strike.

Earlier in the year the administration had forced wage freezes on the OPSEU staff union at Trent arguing that it had no money. OPSEU members were particularly angry because they had been required to work during the faculty strike. The administration had also refused a demand from the part-time workers for a shared cost medical benefit plan which would have cost the university much less than the bonuses it was now prepared to pay out to non-union staff.

The *Peterborough Examiner* called it an "episode of ineptitude" that had lost the administration the support of the general public.

Almost lost in the post-strike warfare was the settlement with the faculty association. On the principle of parity the association received a salary increase of 0.5 per cent on 1 June 1997 and salaries for the period July 1997 to June 1999

will be settled by arbitration, if necessary, based on the principle of parity.

The faculty association had argued that budget cuts were disproportionately affecting the full-time faculty and hence the quality of education at Trent. The faculty association won an agreement that the full-time continuing faculty complement will be maintained. There

is an explicit guarantee that faculty numbers may only be reduced if Trent suffers further revenue losses, and then only if the loss is sizeable and only in strict proportion to the losses.

There were also a number of significant non-monetary improvements, among them a new policy on personnel files in which freedom of information and open access to em-

ployer-held personal data is combined with privacy protections. Overload teaching can be banked towards a full research leave, increasing the scholarly productivity of the faculty. Academic departments can now consolidate single course stipends into full-time appointments at a more favourable exchange rate, improving the academic career structure. ■

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Corr 310: Jan. 30
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Corr 304: Feb. 8 & 15
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Une première convention collective pour la QUFA

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de l'année. Des représentants de l'ACPPU étaient à la table avec nous pendant les trois dernières semaines de négociation», a déclaré Burke.

Les négociations entre l'association et les représentants de l'université ont débuté vers la fin de février 1996 et se sont poursuivies lentement par la suite. Des questions externes comme les surplus actuariels de la caisse de retraite et le régime de retraite anticipée offert par l'université ont été au cœur des discussions au début de l'hiver. La plupart du temps, les négociations se sont déroulées dans une atmosphère cordiale et productive. Les deux parties ont traité un groupe d'articles à la fois. Les négociations à la table ont traîné en longueur mais ont progressé de manière constante. En juillet, les deux parties ont fait une pause.

Pendant toute la durée des négociations, l'équipe de négociation a constamment fait rapport aux membres. Elle a publié un bulletin hebdomadaire, le *Negotiation Update*, pour informer les membres de l'état des négociations. Elle a rencontré souvent un groupe de représentants des départements et des unités de l'université et a régulièrement demandé à l'exécutif de la QUFA des éclaircissements sur son mandat.

À la fin de septembre, plusieurs articles de moindre importance avaient été réglés, surtout les articles de nature administrative portant sur le nombre de copies de la convention, les sanctions disciplinaires, la tenue des cotisations syndicales, le règlement de grief et l'arbitrage. Toutefois, les deux parties divergeaient sensiblement d'opinion pour la substance de la convention. L'équipe de négocia-

tion craignait que les représentants de l'administration hésitent à discuter des questions qui étaient capitales pour le corps universitaire. En octobre, l'équipe a pris trois décisions stratégiques importantes. Elle a d'abord établi le 5 décembre comme date limite pour terminer la convention collective. Si aucune entente n'était conclue à cette date, l'équipe de négociation demanderait alors le recours à la conciliation auprès de la Commission des relations de travail de l'Ontario. Cette date a été choisie pour permettre, au besoin, que des moyens de pression efficaces soient mis en oeuvre avant l'été. On a ensuite formé un comité de stratégie pour recueillir des appuis et en fournir à l'équipe de négociation ainsi que pour préparer les moyens de pression. Enfin, les membres ont fortement approuvé une motion d'adhésion à la Caisse de défense de l'ACPPU.

En novembre, les négociations se sont intensifiées. Les deux parties ont discuté sérieusement les principaux points en litige, soit la fermeture de programmes ou d'unités d'enseignement, l'urgence financière, la rémunération et un mécanisme de règlement des différends, soit l'arbitrage des propositions finales, pour les questions reliées à la rémunération. Pendant la semaine précédant la date d'échéance, l'équipe de négociation a négocié jour et nuit. Une entente de principe a finalement été conclue à 3 h 15 le matin du 6 décembre.

Frank Burke s'est félicité que les salaires et les conditions normales d'emploi pour le corps universitaire soient finalement inscrits dans cette première convention collective. «Je suis particulièrement heureux que cette première convention collective renforce la position

de nos plus petits groupes», a-t-il confié en faisant référence aux bibliothécaires, aux archivistes, aux contractuels et aux chargés de cours.

Il importe de remarquer que les parties se sont entendues sur un mécanisme de règlement en matière de rémunération pour la troisième année de la convention. Ce mécanisme s'appliquera ensuite à la prochaine ronde de négociations afin d'éviter une grève ou un lock-out pour des questions pécuniaires. Les facteurs de licenciement du personnel en situation d'urgence financière seront déterminés par un comité mis sur pied par les deux parties. La convention collective de la QUFA énonce une procédure d'urgence financière et prévoit un ensemble de critères à appliquer. Le comité attribue des points à chaque critère et les membres visés seront classés en conséquence. La convention prévoit également que la notation sera validée par des spécialistes. On a aussi négocié un article complet sur l'équité en matière d'emploi.

En matière de rémunération, les échelles salariales des professeurs demeureront gelées pour la première année et seront haussées de 0,9 p. 100 la deuxième année. L'augmentation de traitement pour la progression de carrière et au mérite s'élève à 1900 \$ pour la première année et à 2000 \$ pour les deux dernières années. Elle se chiffrait à 1442 \$ avant le contrat social. Le salaire minimum des professeurs adjoints est passé de 37 900 \$ à 40 000 \$. Le traitement des bibliothécaires, des archivistes et des chargés de cours a été majoré pour le faire concorder avec celui des professeurs. Il importe de signaler que le régime de rémunération de ces groupes est maintenant reconnu officiellement dans la convention collective. ■

Queen's Ratifies First Collective Agreement

FROM PAGE 1

agreement, discipline, dues check off, and grievance and arbitration. However, substantial divergences between the parties remained over the main body of the agreement. The bargaining team was concerned that the administration representatives might have been reluctant to deal with matters of importance to the academic staff. In October, three important strategic decisions were made. The team set a deadline of Dec. 5, 1996 for completing the collective agreement. If an agreement was not reached by that date, QUFA would apply for conciliation to the Ontario Labour Relations Board. This date was selected in order that, if necessary, effective work action could be taken before the summer period. Further, a strategic action committee was formed to garner and provide support to the bargaining team, and to prepare for any work action. Finally, the membership strongly approved a motion to join the CAUT Defence Fund.

By November, negotiations intensified and the main issues of academic program/unit closure, financial exigency, compensation and dispute resolution mechanism for compensation matters were being discussed seriously. In the week prior to the deadline, the bargaining team dedicated full days and evenings to collective bargaining. A tentative settlement was reached at 3:15, on the morning of Dec. 6, 1996.

Frank Burke was pleased that salaries and standard terms of employment for academic staff were finally established and stipulated in this first contract. "What I'm

especially happy with is that this first agreement strengthens the position of our smaller constituencies," he added referring to librarians, archivists, special appointees and adjuncts.

Of note in this three-year collective agreement, is the fact that the parties reached agreement on a dispute resolution mechanism — final offer selection — for compensation matters in the third year of the agreement. This mechanism is to further apply to the next round of bargaining, in effect avoiding a strike or lockout on compensation issues. The factors for laying-off staff under financial exigency are to be determined by a mutually agreed committee. The QUFA agreement sets out a procedure for financial exigency and provides for a series of criteria to be applied. The committee attributes points to each criterion and the affected members will be rated accordingly. The agreement also provides that the scoring scheme will be validated by experts. A comprehensive employment equity article was also negotiated.

On the compensation side, faculty scales are to remain frozen in the first year and will increase by 0.9 per cent in the second year. The career development and merit increment was increased to \$1900 in the first year and to \$2000 in the second and third years, from a pre-Social Contract level of \$1442. The assistant professor floor was raised to \$40,000 from \$37,900. Compensation improvements, in line with faculty, were made for librarians, archivists and adjuncts. Of importance is the fact that their compensation schemes are now formalized in the agreement. ■

Pre-Christmas Lobby of the National Consortium

BY PAUL HOUGH

THE NATIONAL CONSORTIUM of Educational and Scientific Societies (NCESS) conducted a major Ottawa lobby blitz in November and December.

The focus was on senior officials and ministers in major departments involved with research. This year NCESS met with Minister Dingwall (Health), Secretaries of state Gerrard (Science) and Fry (Multiculturalism) as well as Assistant Deputy Ministers in Natural Resources, Environment, Agriculture, Finance, Industry and Treasury Board plus other senior people in the Privy Council Office, Fisheries, Human Resources Development and the Auditor General.

NCESS had three messages:

- the need for a federal infrastructure program with a substan-

tial component specifically for university research;

- renewal of the Networks of Centres of Excellence Program at current funding levels (approximately \$60 million per year) without impacting on the research budgets of the federal granting councils;

- better coordination of government scientific activities so that program and facility cuts are based on sound science and impact on other departments and on non-governmental institutions and researchers to the minimum extent possible.

NCESS based its infrastructure and Centres of Excellence arguments on the document jointly created this fall by the Association of Universities and Colleges of Canada (AUCC), CAUT and NCESS. Most of those lobbied

thought that the infrastructure concept and proposal was useful and well timed. Renewal of the centres of excellence also received strong endorsement, but currently only Industry Canada provides funding.

However, the preoccupation with budget cuts pervaded all discussions. Cuts of 30 per cent and more to some government scientific projects are common. Nor is this process finished. Numerous scientific activities within the government or supported by it are due to sunset in either March 1997 or 1998. Examples include the National Centres of Excellence, the Green Plan, AIDS research and the Human Genome Program. Many of these programs involve researchers and graduate students outside the federal government. NCESS will continue lobbying for

these programs.

A recurring theme in the discussions was that the role of government science is to support the policy roles and the core mandates of the departments. None of the senior people view government science as contributing new knowledge in a manner analogous to universities or research institutes.

The primary public source of information concerning the scientific activities and budgets of government departments will now be their business plans, which provide information on their directions and priorities, including their science programs. The first versions are currently being finalized and some are available on the web sites of the departments.

Another source of information are the graduate surveys conducted by HRDC based on Statistics Ca-

nada data. The department hopes that the awareness of these studies will grow. HRDC can be reached on the web at: <http://www.hrdc-drhc.gc.ca>

While the awareness of the realities of research in universities is fairly low among senior officials, they do sense that the research community is a force to consider. There was a greater sense this year that they are more open to informal consultations and exchanges on substantive issues, and NCESS will be pursuing such opportunities. ■

(Paul Hough is Executive Director, Canadian Federation of Biological Societies.)

The NCESS was founded in 1976 by CAUT and the Canadian Federation of Biological Societies. It now comprises 22 full and associate organizational members.

Hysteria Poor Substitute for History in Public Debate

BY SHERRI TORJMAN

THE CANADA PENSION PLAN has been the subject of continuing — and misinformed — public debate.

Last spring, the federal and provincial governments issued a paper on the reform of the Canada Pension Plan. The paper was intended to spark public discussion on this crucial social insurance program. But the so-called debate on the CPP has been weak in history and heavy in hysteria — an unfortunate and dangerous combination.

Nowhere has the debate been more misinformed than around the CPP disability benefit. In fact, many Canadians are not even aware that the CPP provides this crucial protection.

Coverage for All

The CPP disability benefit provides coverage for all working Canadians, including the self-employed who are not covered by workers' compensation or Employment Insurance. No Canadian is excluded because of former medical history. No one pays higher premiums because he or she is considered to be a medical risk.

On the benefit side, payments are fully protected from inflation. They are portable throughout the country; residence makes no difference for eligibility. CPP disability benefits are paid until recovery from the disability, retirement or death.

We heard little about these important features of the CPP in the recent debate. The only news came in the form of a continued cry that the disability benefit is out of control. According to the doomsayers, the caseloads and costs are rising with no end in sight.

Here's where a little history could have gone a long way. There has indeed been an increase in the disability caseload — especially in the late 1980s and early 1990s. The caseload went from 121,455 in 1985 to 289,695 in 1995. But it was an intended and deliberate increase in response to the identified weaknesses of the program.

In 1981, Parliament set up a House of Commons committee on the Disabled and the Handicapped during the International Year of the Disabled. The all-party committee recommended in its acclaimed *Obstacles* report that Canada

take steps to design and implement a comprehensive disability insurance program.

As a first step towards comprehensive reform, the committee proposed several improvements to the CPP disability benefit. It said that the benefit should be improved and more people should be covered. In 1987, several changes came into effect.

Prior to that year, contributors were required to have worked and to have made CPP contributions for at least five of the last 10 years before they could claim disability benefits. In 1987, the rules were changed to allow workers who had paid into the Canada Pension Plan for two out of the past three years to qualify for disability benefits — provided, of course, they met the key requirement of having a severe and prolonged disability that prevented them from working.

Also in 1987, the time limit for filing a retroactive claim was extended from 12 to 15 months. The disability benefit was increased in that year to make it equivalent to the benefit paid under the Quebec Pension Plan.

Another government bill in 1992 lifted the time limit on late applications. This change opened the program to many workers who previously had been denied benefits. The rationale was that many potentially eligible candidates had not applied because they were unaware that the CPP paid such a benefit.

Many people view the CPP as a retirement pension only and have little knowledge of its other components — the disability, survivor, orphan and death benefits.

This problem was confirmed by the Office of the Auditor General in its 1993 report. It pointed out most Canadians do not understand the CPP and the benefits to which they may be entitled.

In response to the Auditor General's recommendations, the federal government conducted a major information campaign. Lo and behold! More Canadians applied to CPP. So did other disability programs. Workers' compensation, welfare and private insurers reassessed their caseloads and sent eligible candidates to the CPP.

The dramatic rise in disability benefits caseloads should come as no surprise. The growth in caseload

was predictable — and arguably quite appropriate.

The measures to improve the disability benefit were a response to inadequacies that members of Parliament had worked for years to redress. The caseload "surges" can be seen as an explicit correction to an identified problem — not the crisis it has widely been portrayed.

And despite the rise in caseload, the mantra of "runaway disability expenditures" is not supported by the facts. In 1985, disability benefits represented 13 per cent of all CPP expenditures. By 1995, disability benefits had gone up to 16.1 per cent of overall costs.

Another little tidbit of history has been left out amid the hysteria. CPP disability numbers have been dropping; tighter administration has resulted in lower caseloads. All signs point to a continued downward trend.

Close to 60 per cent of applications are now refused. These denials are expected to increase because of stricter qualifying rules. The current caseload is also being re-examined.

More Stringent

Between May 1993 and August 1996, 18,585 cases have been reassessed and 6,762 benefits have been cancelled. The appeals system has been made more stringent. Denials now represent 60 to 65 per cent of appeal decisions and are expected to rise to between 70 and 80 per cent.

Despite the facts, the CPP disability benefit has become a vulnerable target of cuts. The program is now at high risk because we have not managed to have an informed discussion on the issue.

Next time we engage in public debate on such an important question, let's make sure we have the history, the whole history and nothing but the history.

The danger in the hysteria approach to public policy is that we will end up weakening — or even losing — a crucial protection for all working Canadians because of what we forgot or probably didn't even know in the first place. ■

(Sherry Torjman is vice-president of the Caledon Institute of Social Policy.)

Reprinted with permission. Ottawa Citizen, Wed, Dec. 11, 1996.

Time Limit Extended

Councils Revisit Ethics Code

THE WORKING PARTY OF THE three granting councils that came up with a proposed code of ethics for research on human subjects has been responsive to CAUT's argument that the matter needs more consideration.

In general CAUT objected to the attack on academic freedom which characterized the initial draft, to the undermining of the role of senates in academic decision-making, and to the bureaucratic costs particularly for smaller universities.

Additional members have been added to the tri-council working party to ensure the views of all parts of the research community are taken into account. NSERC has written to CAUT indicating that the time limits have been extended to next spring. It should, therefore, be possible for the community to see a second version of the document before any final decisions are made. ■

Background: CAUT Bulletin report September 1996.

CAUT Defence Fund Report

BY ROBERT ROSEBRUGH

INDIVIDUAL MEMBERS OF CAUT may not be aware of the Defence Fund. Since it was established in 1978, the fund has grown to include about 25 member associations of CAUT with about 10,000 faculty and librarians. It now has assets approaching \$10 million. The purposes of the fund are to provide strike benefits and other assistance to associations during strikes or when unfair labour practices occur during negotiations.

During the last six months the Defence Fund has been called upon to provide support to faculty associations facing aggressive tactics from militant management. There have been two calls on the fund for support. They are described in more detail below, but it is worth noting that these and other recent cases indicate a growing convergence of tactics by university administrations. That indicates the continuing need for the solidarity among faculty, librarians and their associations that has also characterized the recent period.

At its meeting held in October the Board of Trustees of the fund approved the payment of strike benefits (and interest-free loans to cover benefit payments and as a "line-of-credit") for the Trent University Faculty Association (TUFA) in the event of a strike. TUFA had then already faced the "rush to conciliation" tactic also used in 1995 by the administrations of Memorial and Mount Allison. The tactic failed against TUFA as it did in the other cases but this new use of the tactic provides evidence of the convergence, not to say conspiracy, noted above.

After the Trent strike began the Defence Fund provided financial support so that the members of TUFA were able to come to an acceptable agreement without undue hardship. The fund also arranged a

visit of solidarity by representatives of the fund to the picket lines at Trent. Ten faculty from campuses from St. John's to Winnipeg picketed for several hours in bracing weather and attended a large support rally with TUFA members and hundreds of students on November 21. A second group of Trustees just missed their planned visit when the strike (happily!) ended.

The second case approved for support by the fund is at York University, where an action for unfair labour practice during the collective bargaining process will be partially paid for by the Defence Fund. This is the second successive year in which associations have requested help from the fund to prosecute such actions (last academic year they arose at Memorial and Winnipeg).

On a positive note, the fund ended its fiscal year last May with a surplus for the year in which it paid out by far the largest strike benefits in its history. In fact the income to the fund from its investments was sufficient to cover strike benefits for the very long and difficult strike at Manitoba. There is, as faculty and librarians everywhere understand, no grounds here for complacency. Had the other contract negotiations which came very close to strikes not been resolved, the outcome for the fund would have been negative. The Defence Fund is most successful when it helps to provide the self-confidence on the part of faculty, librarians and their negotiating teams that allows collective bargaining to reach a fair conclusion without strikes. ■

(Robert Rosebrugh is Chair of the CAUT Defence Fund.)

Defence Fund reports to CAUT Council will be published in the CAUT Bulletin. This is the first of such reports. Subsequent reports will be submitted following Council meetings.



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Free-Trade in Students La mobilité des étudiants

CANADA UNTIL RECENTLY HAS MAINTAINED a free market for students within Canada in the sense that provinces do not charge extra fees for out-of-province students from other parts of Canada. Recently the Quebec government announced that it would charge fees for such students. This was done in the context of the decision of the Minister, Pauline Marois, to revoke the government's decision to charge higher fees for Quebec students, a decision arrived at after weeks of visible protest and strikes on the part of the students. CAUT has always opposed such charges in any province. We fear that there will be a domino effect and that provinces will start competing with each other to charge differential fees, just as they did with international students. In an age of globalisation and competition, the Canadian university system is too small to be broken up into ten separate and distinct systems. Differential fees, in the view of CAUT, are a significant step in the wrong direction. CAUT has written to express its views both to the Government of Quebec and to the Council of Ministers of Education. La Fédération québécoise des professeurs et professeurs d'université (FQPPU) has also opposed the differential fees.

On the following two pages, the *Bulletin* examines the current debate in the news media over the idea of differential fees in Canada. ■

Quebec Tuition Fees Still Good Deal for Outside Students

BY JAMES CHAUVIN

WHILE I CERTAINLY DO NOT WELCOME a two-fold increase in university tuition fees (we have two pre-university adolescents) and the cutbacks to funds for post-secondary education in Quebec, the *Gazette* seems to take every advantage possible to cast Quebec in a poor light ("Quebec gives foreign students break denied rest of Canada," Nov. 21).

Students attending universities in Quebec, be they from Quebec or outside the province, pay presently among the lowest, if not the lowest, undergraduate university fees in Canada (about \$1,600 per year). Quebec taxpayers have subsidized heavily for many years the university tuition fees for out-of-province students.

At the same time, Quebec students attending universities in other provinces, while paying the same tuition as their in-province counterparts, pay considerably higher fees than they would if they attended a Quebec university. I was informed that an undergraduate student attending the arts and sciences faculty at the University of Toronto would pay about \$3,500 a year. An undergraduate arts and science student attending Queen's University (my alma mater) would pay \$3,433.36.

Even with the increase in university tu-

JUSQU'À TOUT RÉCEMMENT, LES PROVINCES n'imposaient pas de droits de scolarité plus élevés aux étudiants venant d'autres régions du Canada. Toutefois, le gouvernement du Québec a annoncé en novembre qu'il majorerait les droits de scolarité pour les étudiants canadiens ne résidant pas au Québec et fréquentant les universités québécoises. Cette mesure a été prise à la suite de la décision de la ministre de l'Éducation, M^{me} Pauline Marois, d'annuler la hausse des droits de scolarité. La décision de la ministre est survenue après des semaines de manifestations et de grèves de la part des étudiants. L'ACPPU s'est toujours opposée à ce genre de majoration dans n'importe quelle province. Nous craignons que les autres provinces emboîtent le pas au Québec et se fassent concurrence en réservant aux étudiants non-résidents le même sort qu'aux étudiants étrangers. À l'ère de la mondialisation et de la concurrence, le système universitaire canadien est trop petit pour se diviser en dix systèmes distincts. L'ACPPU estime que l'imposition de droits différentiels constitue un pas important dans la mauvaise direction. L'ACPPU a écrit au gouvernement du Québec et au Conseil des ministres de l'Éducation (Canada) pour leur faire part de sa position. La Fédération québécoise des professeurs et professeurs d'université (FQPPU) s'est également opposée aux droits différentiels. ■

tion fees for out-of-province students (to \$2,900), out-of-province students will still pay less to attend McGill or Laval University than U of T and Queen's.

It's high time that out-of-province students pay higher tuition fees to attend Quebec universities. I see no reason to subsidize them if the people of that province are not going to subsidize my children at the same level to attend universities in their provinces, for the same quality of education.

The Quebec government should charge students from other provinces the average tuition that Quebec students would pay to attend universities in that province. Instead it has taken a simpler approach: the tuition fee for out-of-province students is calculated on the country's average tuition fee. What could be more Canadian a compromise than that?

Perhaps the answer is for the federal government to increase transfers for post-secondary education to the provinces, and for the provincial governments to increase their financial support to post-secondary education institutions. And might not the provinces also negotiate agreements on intra-provincial post-secondary tuition fees, as they have for intra-provincial commerce and trade? ■

Reprinted with permission. Ottawa Citizen, Letter to the Editor, Sat., Nov. 23, 1996.

Differential Fees Impoverish Us All

BY BERNARD J. SHAPIRO

EDUCATION MINISTER PAULINE MAROIS has announced that university tuition fees for Quebec students will remain frozen next year but that such fees for Canadians from outside the province studying in Quebec would rise to the national average, about double what they are now. I believe that both of these decisions are unfortunate for Quebec and Quebec university students.

The freezing of tuition fees for Quebecers simply deprives the universities especially in light of the apparent determination of the government to yet again substantially reduce university grants — of the revenue they need if they are to offer Quebec citizens programs that will enable them to compete effectively in the knowledge-rich environments of our economic and cultural future.

It is, however, the particularly unwelcome choice to charge differential tuition fees for Quebecers and non-Quebec Canadians on which I would like to focus. It is not the level of the proposed fee (i.e. the national average) to which I object; it is both its differential nature, a matter of principle, and the manner of its announcement, a matter of strategy.

Although some have objected to the differential fee on legal grounds, I will have to leave that argument to experts in that field. My objection to the differential fee is based on both academic and economic grounds. Academically, the explosion of knowledge in all directions has made it impossible even for a country with as small a population as Canada — let alone one as small as Quebec — to offer to its citizens a full range of the educational possibilities. We have a great deal to learn from each other. Therefore, we should be encouraging as much inter-provincial mobility of faculty and students as possible and working hard to arrest the decline in this mobility that has characterized Canadian higher education over the past decade. Any policy that encourages, however inadvertently, the balkanization of higher education — and I believe that the differential fee is one of these — is and will be counterproductive to the jurisdiction bringing it forward. It promises, indeed, to impoverish all of us.

Economically, it is not often understood how important an economic contribution students from outside of Quebec make to the Quebec economy. For example, in the case of McGill, hundreds of millions of dol-

lars a year are injected by these students into the Montreal economy. Moreover, this direct economic contribution is just the beginning. In an increasingly globalized world, economic competitiveness depends upon networks and alliances of expertise, networks and alliances that these students are helping to forge. Why do we insist on suggesting that the presence of these students is a burden to Quebecers rather than an opportunity to realize for Quebec what might otherwise be an unattainable future?

Finally, there is the matter of strategy: the manner of the announcement, I can understand — even if I do not accept it as convincing — the argument of the government that Quebec has made a social choice to impose relatively high taxes thereby enabling it to offer higher subsidies to Quebecers who either have paid or are likely to pay such taxes in the future. If this, however, were the point to be made, the government's strategy should have been to make the differential fee announcement along with a reaffirmation of both the potential importance of non-Quebecers to the future of the province and the welcoming environment that Quebec wished to provide. None of this was done so that the unfortunate impression was left that non-Quebec Canadians — although they too pay taxes that contribute to the transfer payments — were not, in fact, welcome. For Montrealers in particular, if we are to do more than merely pay lip service to the notion that we live, work and study in an international city, we will, both substantively and strategically, simply have to do better.

It is vital for Quebec students to have access to high-quality university programs and to meet and work with students from other parts of Canada and the rest of the world. On the one hand, by depriving Quebec universities of the revenue needed to maintain and enhance the quality of their programs, the government may be doing neither the students nor the wider Quebec society a favor. On the other hand, by at least appearing to be unaware of the unwelcome message of its recent differential tuition-fee announcements, the government may be gambling with the future of one of its strongest assets — the quality and, therefore, the drawing power of Quebec's universities. ■

(Bernard Shapiro is principal of McGill University.)

Reprinted with permission. The Gazette, Commentary, Sun., Dec. 8, 1996.

AUCC Reacts to Quebec's Proposed Fee Changes

Differential Fees for Canadian Students in Quebec — The Association of Universities and Colleges of Canada, which represents 88 universities across the country, believes the decision taken by the Quebec Ministry of Education to impose higher tuition fees for students from other provinces attending Quebec universities is a threat to student mobility and represents a backward step for higher education in Canada.

The strength of the Canadian university system is its openness to other cultures and its sharing of intellectual resources across the country. Mobility for students and researchers is essential. It is for this reason that AUCC invited its members to adopt a protocol on the transferability of credits for first and second year. The protocol, which was developed by the Council of Ministers of Education, Canada, is intended to eliminate mobility barriers for university students across the country.

AUCC regrets the action of the Quebec government, which the association sees as a harmful precedent.

AUCC Statement — November 19, 1996.

Tuition & Equality

Quebec's decision to raise tuition fees for students from other provinces should be challenged in court.

FOR YEARS, THE PROVINCE OF QUEBEC has maintained a policy of heavily subsidizing higher education to keep it in reach of as many Quebec residents as possible.

This week, the Parti Québécois government announced higher university tuition fees for students from other provinces. In effect, Education Minister Pauline Marois is saying provincial government subsidies weren't intended to provide an inexpensive source of education for students from provinces where university tuition fees are much higher. In fact, the 75 per cent or roughly \$1,300 annual increase would still keep tuition at Quebec universities lower than those at the University of Ottawa and the University of Toronto.

So it's not the money that's most troubling. It's the message. Quebec will be the first province to differentiate between Canadian students in this way. And, because most of the out-of-province university students are English-speaking, Bishop's, Concordia and McGill Universities are most vulnerable to losing enrolment.

The announcement was a partisan political decision by a government afraid of losing the support of Quebec university and college students who are overwhelmingly francophone and have a tradition of militancy.

On the eve of the 1995 referendum, the PQ pledged to freeze tuition fees for the life of this government. But, faced with growing economic woes, it opted to tighten financial aid rules, collect fees from junior college students who repeat failed courses and raise tuition for out-of-province students. Intended or not, the message to Canadian students from outside Quebec is "we don't want you." Since huge federal transfer payments help support post-secondary education in every province, a challenge under the Charter of Rights and Freedoms would surely uphold the principle that all Canadians have to be treated equally. If Quebec must raise tuition fees, it should raise them for all students. ■

Reprinted with permission. Ottawa Citizen, Editorial, Sat., Nov. 23, 1996.

Quebec Builds Walls

As budget pressures grow, Premier Lucien Bouchard's government is eyeing far higher fees — for Canadian students from out-of-province.

UNIVERSITY HAS ALWAYS BEEN A BARGAIN in Quebec. Governments have taken the view that it's good economics to invest in an educated workforce, so fees have been kept low. Even today, \$1,700 will buy you a year in university. Across Canada, undergraduates average \$2,600. In Ontario, it's more like \$3,000.

Yet as budget pressures grow, Premier Lucien Bouchard's government is eyeing far higher fees — for Canadian students from out-of-province. They'll pay a surtax of about \$1,300 starting next fall. Fees also will jump for out-of-country kids.

This makes Quebec the first province to target Canadian kids from other provinces, and it sets a bad precedent. It won't bail out Quebec's cash-starved university system. But it will invite other provinces to adopt similar beggar-your-neighbor policies. And that will ghettoize and impoverish us all.

A common Canadian university system open to all on equal terms is a practical asset to people from every region who want to take specialized studies away from home. Creating roadblocks to mobility can only weaken the excellence of every province, Quebec included, in science, business and the arts.

Of course Canada's economic elites — English- and French-speaking alike — have the cash to buy the schooling they want. But students from modest-income families will suffer most. And that includes some of the young people on whom our future depends.

Quebec should hike fees generally, if it must. That would be preferable to embracing a policy that will, over time, prevent Quebec students from studying elsewhere. In a wired world, pulling out the plugs makes no sense. ■

Reprinted with permission. The Toronto Star, Editorial, Thurs., Nov. 21, 1996.

La FQPPU s'oppose aux droits différentiels

Résolution concernant la majoration des droits de scolarité des étudiants canadiens non-résidents du Québec qui fréquentent les universités québécoises

La Fédération québécoise des professeurs et professeurs d'université (FQPPU) réaffirme les principes de non-discrimination et d'accessibilité aux études supérieures; Déclare que le gouvernement ait pris sans consultation auprès de la communauté universitaire la décision de procéder à une majoration des droits de scolarité des étudiants canadiens non-résidents du Québec qui fréquentent les universités québécoises; Demande au gouvernement de suspendre sa décision tant que la consultation n'aura pas été menée auprès de la communauté universitaire; Affirme que toute décision devra être prise sur la base des principes d'équité pour l'ensemble des étudiants qui fréquentent les universités au Canada.

Proposition présentée par l'Association des professeurs de Bishop's University. La proposition est adoptée à l'unanimité. FQPPU, Conseil fédéral, Québec, le 6 décembre 1996.

La hausse frappera 16 900 Canadiens et étrangers

L'effectif étudiant des universités du Québec

	Québécois	Des autres provinces	Non canadien*
Université Bishop's	1 138	1 099	171
Université Concordia	18 411	1 984	3 814
Université Laval	31 487	1 025	2 366
Université McGill	18 787	6 196	6 244
Université de Montréal	33 752	450	3 242
École des hautes études commerciales	8 042	43	925
École polytechnique	4 247	23	1 011
Université de Sherbrooke	17 007	330	674
Université du Québec (et ses constituantes)	75 338	229	4 503
L'ensemble des établissements	208 209	11 380	22 750

* Comprend les étrangers et les personnes vivant au Canada mais en attente de statut. Source: Recensement des clientèles universitaires du Québec.

PAR GILLES PAQUIN

PENDANT QUE LES ÉTUDIANTS QUÉBÉCOIS se réjouissent du gel prolongé des droits de scolarité, environ 16 900 de leurs camarades provenant des autres provinces ou de l'étranger se préparent à payer entre 1200 \$ et 6737 \$ de plus par année.

Parmi ceux visés par les hausses de la ministre de l'Éducation, Pauline Marois, on trouve 11 300 étudiants provenant des autres provinces, dont plus de la moitié de l'Ontario. Plutôt que de payer 1682 \$ comme les Québécois, ils devront dorénavant verser 2913 \$, ce qui représente la moyenne exigée par les autres institutions canadiennes.

Ces mesures touchent également les quelque 10 600 étudiants provenant de l'étranger, mais environ 50 p. 100 de ceux-ci en sont exemptés en raison des ententes entre leur pays et le Québec. C'est notamment le cas de plusieurs pays de la francophonie et de certains autres qui profitent des programmes d'aide du Canada.

Les plus durement frappés sont les étudiants étrangers inscrits en éducation, en génie, en médecine et en art dentaire. Ils devront déboursier 6737 \$ de plus dès l'automne prochain alors qu'ils acquitteront des droits de 15 069 \$, identiques à ceux de l'Ontario.

La note est moins salée pour les étudiants étrangers qui ont choisi l'administration et le droit, puisque leurs droits passent de 7456 à 9243 \$, pour rejoindre encore une fois ceux de la province voisine.

«C'est une augmentation raisonnable et le gouvernement devrait peut-être songer à l'étendre progressivement à l'ensemble du corps étudiant», croit le recteur de l'université Concordia, Frederick Lowy.

Il ne s'attend pas à ce que les étudiants des autres provinces, soit 13 p. 100 de la clientèle de cette institution, diminuent en raison des hausses annoncées. Il n'y a pas que les droits plus bas qui les amènent ici, il y a aussi la beauté de la ville, la qualité de l'enseignement et la possibilité d'apprendre une autre langue, dit M. Lowy.

Selon lui, les droits de scolarité représentent environ 12 p. 100 des revenus des universités, une proportion devenue insuffisante

en raison des compressions imposées par le gouvernement. Il s'attend à une nouvelle diminution des subventions aux universités de 500 millions l'an prochain, dont 15 à 20 millions à Concordia. Les universités devront scruter toutes les dépenses, supprimer des programmes, augmenter le nombre d'étudiants par classe et exiger plus de travail de leur personnel, ajoute M. Lowy. Elles devront se concerter pour rationaliser davantage les services offerts dans chacune des institutions.

Selon le vice-principal de McGill, François Tavenas, il est difficile de prévoir l'impact de ces mesures sur la clientèle de l'université. Le fait que le gouvernement ne puisse préciser comment elles s'appliqueront démontre toutefois qu'il y a une étonnante absence de consultation et d'analyse, dit-il.

«La principale décision de la ministre, le gel des droits jusqu'aux prochaines élections, risque d'être extrêmement dommageable pour l'ensemble du réseau. Les revenus de Québec diminuent et on nous interdit de compenser par la hausse des droits», ajoute M. Tavenas.

Ce qui semble inévitable, c'est que les compressions à répétition conduisent à une diminution de la qualité. Il cite à titre d'exemple le ratio de 20 étudiants pour un prof, au Québec, contre celui de 10 à 12 dans les bonnes institutions des États-Unis et d'Europe. L'écart ira en grandissant, croit-il.

De même, il juge très sévèrement l'idée de faire des ponctions dans le régime de prêts et bourses afin de maintenir le gel des droits de scolarité. Ce gouvernement qui se veut social-démocrate enlève des fonds à ceux qui en ont le plus besoin pour les verser à ceux qui peuvent payer, soutient-il.

Enfin, M. Tavenas se demande bien pourquoi un étudiant parisien peut, grâce aux accords France-Québec, étudier ici en payant les mêmes droits qu'un Québécois, alors qu'un Acadien devra déboursier 2913 \$. Ce n'est pas, selon lui, très favorable au maintien de la coopération avec les autres provinces ou de nature à améliorer l'image d'ouverture du Québec aux autres cultures. ■

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Eastern Scholar Program

The Civic Education Project is now accepting applications for our Eastern Scholar program for the 1997-98 academic year. The Eastern Scholar program supports outstanding scholars from Eastern Europe and the former Soviet Union who have studied at a Western university and desire to return permanently to an academic post in their home countries. CEP assists Eastern Scholars to reestablish relations with their former universities and provides a modest stipend, some teaching materials, and access to CEP academic programs and events.

The application deadline for both programs is February 1, 1997. To request an application packet, please contact our office and specify Visiting Lecturer or Eastern Scholar:

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New Haven, CT 06520
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


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Ontario Panel Urges More Funding for PSE

Inadequacies in the total financial resources available to post-secondary education puts province's global competitiveness at risk.

THE ADVISORY PANEL ON Future Directions for Post-secondary Education appointed by Ontario Education Minister John Snobelen has reported that there are serious inadequacies in the total financial resources available to post-secondary education in the province and that "the sector's competitive position in North America is dangerously at risk."

The panel noted that:

- government grants per capita for universities are the lowest of any province in Canada;
- government funding for major public universities in the United States has increased relative to Ontario;
- the share of provincial government expenditures for colleges and universities has declined since 1977-78 from 8.1 per cent to 4.9 per cent in 1996-97; and
- universities and colleges have experienced long-term declines in real expenditures per student while other transfer recipients such as hospitals, elementary and secondary schools have experienced real growth in expenditure per child served.

The panel says there should be no further cuts and that a medium-term goal should be for government support to approximate the average of other Canadian provinces and to close the gap with the United States. It further recommends the government increase the funds for research infrastructure from \$23 to \$100 million.

The panel recommends substantial increases to student fees. It suggests all fees be deregulated although any program that charged more than a limit set by the government should have to devote 30 per cent of the funds to student assistance. The government would only contribute student aid to a fixed limit of fees.

The panel argues that students could meet the additional charges by a joint federal/provincial income contingency repayment plan. If Ottawa refused to cooperate, Ontario should leave the Canada Student Loan Plan and create its own. The panel also suggests a system of needs-based grants.

The panel recommends the federal government make interest on money borrowed deductible from income in calculating tax. It also urges Ottawa to improve the conditions for Registered Education Savings Plans.

For Ontario's community colleges, the panel recommends the current binary structure be maintained. Rather than giving degree powers to colleges, it suggests an Ontario College Diploma be created. It says universities and colleges should work out linkages with government encouragement but not government direction.

The panel advocates creation of an advisory body on post-secondary education to replace the recently abolished Ontario Council of University Affairs.

The panel opposes abolition of tenure. It suggests the creation of a special matching fund for fac-

ulty development and renewal. It also recommends that boards of governors ensure teaching and research be carefully evaluated and that there be more emphasis on merit pay.

Finally, the panel opens the door for creation of private universities but hedges the recommendation with many conditions. It does not think any existing universities should become private institutions although it agrees that a few professional courses such as the MBA might become self-financing.

It opposes the extension of degree-granting powers which institutions such as bible colleges now have in theology to other secular areas. If such institutions want further powers, they should affiliate with an existing university.

Ontario should be willing to entertain requests to create privately financed secular universities provided they are not-for-profit and have strict conditions on mission, governance, academic freedom, and quality "as determined by nationally and internationally recognized peer review."

The minister appointed the panel in July. It heard briefs and organized round tables in various parts of the province during the fall. Both the Ontario Confederation of University Faculty Associations (OCUFA) and CAUT welcomed the creation of the panel and testified to it. ■

The report is available on the Ontario Ministry of Education and Training's web site <http://www.edu.gov.on.ca>.

Ontario Goes Ahead with 1997-98 Funding Freeze

Despite the warning of Ontario's Advisory Panel on Post-Secondary Education that the high quality of the post-secondary system cannot be sustained in the current financial environment, the Minister of Education & Training has announced a "freeze" in transfer payments.

ON DEC. 20, JUST FOUR DAYS after Ontario's Advisory Panel on the Future Directions for Post-Secondary Education tabled its report which documented the extensive underfunding of Ontario's universities the Minister of Education and Training announced a funding "freeze" in transfer payments for universities and colleges. He stated that universities will receive approximately \$1.5 billion in transfer payments for 1997-98, the same as this year. Transfers to the colleges will be \$686 million.

The Minister stated that he is studying the recommendations of the advisory panel and "may have further announcements to make early in the new year." One of the announcements will likely be about tuition fees. He specifically referred to the Panel's recommendation that more money be directed to university research as one "that makes a lot of sense to me."

OCUFA (Ontario Confederation of University Faculty Associations) notes that the funding "freeze" does not address the

continuous underfunding of the university. "Last year, the government cut funding for post-secondary education by \$400 million. The government has neither reversed this trend nor made any effort to move funding to the national average. Next year's "freeze" on transfers does not take into account the cost of inflation. In real terms, the government has again cut funding for higher education," said OCUFA President Michael Piva. ■

Revenue Canada Imposes New Reporting Rules

BEGINNING WITH THE 1996 tax year, new taxation rules will require disclosure of all foreign-held assets with a cost of over \$100,000. This will not include personal-use property, e.g. a Florida condo used solely by the taxpayer, but would include such an asset, for example, if it were rented out some or all of the time and thus basically is a business asset. The rules will not cover foreign properties held in Canadian RRSPs, RRIIs or registered pension plans, but all other foreign assets are covered — foreign bank accounts, offshore mutual funds, offshore brokers' accounts, etc. (To put this in perspective: the United States has for years had a similar reporting requirement with a \$10,000 threshold.)

The rules cover assets with a total cost of \$100,000, so that a taxpayer with two properties each costing \$40,000 plus a \$30,000 foreign bank account will be over the minimum \$100,000 threshold and must report. However, another taxpayer who bought a Florida

condo for \$90,000 which has now appreciated to \$110,000 will not have to report, the cost being less than the \$100,000 threshold.

Revenue Canada has imposed huge penalties for failure to report these assets on the designated form (to be called T1135). The minimum penalty for failure to report is \$500 per month for up to 24 months, plus — after 24 months — 10 per cent of the cost of the property less the minimum penalty. This penalty will apply for each and every year for which a T1135 was due but not filed, and since filing is required for each year a taxpayer has an eligible foreign portfolio of assets, the penalties plus interest could soon equal the value of the asset itself. ■

Readers of this article should note that the material presented herein is expressed in general terms. The particular circumstances of any individual's tax situation must also be taken into account. Accordingly, we suggest that no action be taken solely on the basis of the information provided herein and that in many cases professional advice should be obtained.

Research & Student Aid Need Better Financing

THE HOUSE OF COMMONS Finance Committee has focused a significant part of its annual report on the concerns of the university community.

For the third consecutive year the committee urged the minister of finance to give priority to increasing the funds of the granting councils. The committee recognizes that unless universities can compete on the world stage they will be unable to attract and retain the researchers and graduate students Canada needs to compete in a knowledge-intensive world economy. In practice, international competitiveness requires effective financial support by the federal government for the three granting councils.

The committee recommends the renewal of the Networks of Centres of Excellence for an additional five-year term at the original level of \$60 million a year. This has been the subject of intensive lobbying by the centres themselves and by CAUT, AUCC and NCESS.

The finance committee also took up the issue of infrastructure. The committee recommends an infrastructure program more modest than the one originally launched by the Liberals at the beginning of their mandate, and suggests a seg-

ment of the funds be directed to modernizing the research infrastructure of universities and affiliated institutions.

The committee also made some recommendations that would benefit students. It suggests students be permitted to carry forward the tuition fees credit as a deduction against future income, and that the \$500 exemption for scholarship, fellowship and bursary income be doubled.

It also recommends the creation of a special opportunity grant for students with parental responsibilities. CAUT has long recommended the creation of grants for single parents. CAUT, AUCC and NCESS all welcomed these proposals but cautioned the government that they will not solve the problem of student indebtedness.

The committee argues that the government should not proceed with its plans to eliminate the Canada Scholarships Program. The program is currently being phased out.

The committee also gave its support to recommendations from AUCC and others concerning the tax treatment of various forms of donations which, if adopted, would facilitate fundraising by the university and college communities. ■

Stats Canada Launches Data Liberation Initiative

BY MARCEL LAUZIÈRE

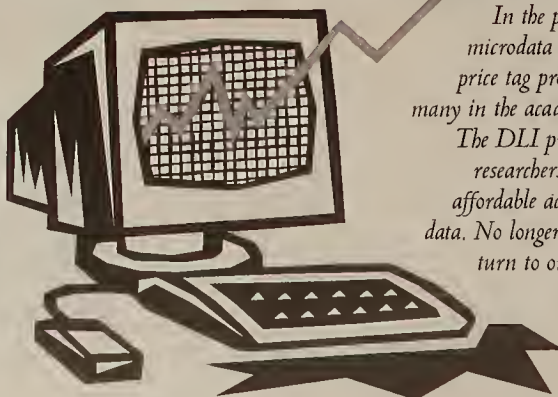
ON OCTOBER 22 LAST, JON Gerrard (Secretary of State for Science, Research and Development) held a press conference to officially announce the Data Liberation Initiative (DLI). Also speaking at this event were Richard Van Loon, President of Carleton University, Ivan Fellegi, Chief Statistician (Statistics Canada), John English, a liberal MP, and Chad Gaffield president-elect of the Federation.

Coordinated by the former Social Science Federation, the DLI is a collaborative effort between the federal government, in particular Statistics Canada, and the academic community to provide timely and affordable access to datafiles and databases.

The DLI is the result of several years of consciousness raising, education, lobbying and outright arm twisting. It is also the fruit of exceptional collaboration, team work and determination.

The story begins in January 1991 when Wendy Watkins, coordinator of the Carleton university library data centre, was seconded to Statistics Canada. During her tenure there she realized the extent to which Stats Canada microdata was not being accessed by the academic community, mainly due to prohibitive costs.

Helped by such people as Paul Bernard of the Department of Sociology at the Université de Montréal and Ernie Boyko, of Statistics Canada, Wendy Watkins developed a scheme that she proudly named the Data Liberation Initiative. It had the objective of providing easy and affordable access for universities to this wealth of data.



In the past Stats Canada microdata has carried a high price tag prohibiting access by many in the academic community. The DLI promises to provide researchers with timely and affordable access to Canadian data. No longer will they have to turn to outdated or foreign data sources.

Soon afterwards, the DLI came to the attention of the Federation through Bruce McFarlane, of the Department of Sociology at Carleton University. The Federation liked the idea from the start and following some discussion decided to make this issue a priority and assume a coordinating role with the objective of securing federal government support.

The first action was to bring together over 20 organizations and several government agencies for a half-day briefing session in the spring of 1993. From that meeting followed the decision to create a task force with the mission to ensure the implementation of the DLI as quickly as possible.

The task force was composed of Charles Beach, Economics, Queen's University (Chair); Wendy Watkins, representing the Canadian Association of Public Data Users; Paul Bernard, Ernie Boyko, and David Holmes of CARL; Bruno Gnassi, Depository Services Programmer; and Carol Martin formerly of the SSFC.

Members of the task force worked relentlessly for close to three years. With the proposal in hand and every aspect of the rationale well developed and argued, the Federation and the individual members of the task force set out on a crusade to sell the merits of the initiative and convince decision makers in every corner of Ottawa that this was an idea of which the time had come.

Essentially our arguments were that the DLI would provide researchers with timely and affordable access to Canadian data thus preventing them from having to turn to outdated or foreign data sources. We also emphasized that full access would benefit graduate students who would gain knowledge about Canadian data. Finally, this access would enhance policy research which would in turn inform policy making and public debate.

Our work included meetings over several months with key policy people, numerous letters, and interventions across the country as the

federal government undertook its consultations on its Science and Technology Strategy. The DLI quickly gained momentum and support from many quarters. Its implementation was proposed in the NABST report, *Healthy, Wealthy and Wise*, as well as in the *Report of the Task Force on Strengthening the Policy Capacity of the Federal Government*. Moreover, the Ottawa based Science Bulletin carried a front page story praising the initiative. Articles were also published in the *Chronicle of Higher Education* and in *University Affairs*.

A turning point in this difficult campaign however was Treasury Board's decision to support this initiative and its decision to be the broker in setting up a consortium of government agencies and departments that would share the costs of the DLI. This was announced in February 1995. While we all realized that we were still far from the finishing line, with the mounting fervour for the project and the concrete involvement of Treasury Board, we were beginning

to sense that the DLI might just make it.

Within about six months of Treasury Board's decision to help set up this consortium, a number of agencies and departments were coming on side and funding commitments were being made. Statistics Canada alone pledged \$100,000 for each of the next five years. This was added to the \$25,000 that had been announced by the SSHRC early on in the process. Seven or eight departments and agencies had accepted to fund the initiative.

Given the fund raising success, Statistics Canada was able to inform the General Assembly of the SSFC in December 1995 that the funding target was going to be reached and that they were going ahead with the Initiative. Universities were about to be contacted regarding their participation.

In February 1996, the SSFC was invited to the unveiling of the long awaited Federal Science and Technology Strategy that officially announced the Data Liberation Initiative. It was the crowning of a long and arduous process.

The efforts of the community paid off; the data have been liberated. By Nov 25, 50 universities were participating in the DLI, allowing academics across the country to access made in Canada data. The hope is that the DLI will serve as the model for the provision of data from other government sources. ■

(Marcel Lauzière is the Executive Director of the Humanities and Social Sciences Federation of Canada.)

For information on the DLI and answers to Frequently Asked Questions, please visit the web at the following address <http://www.statcan.ca/Documents/English/Dli/dli.htm>.

The GST & Books: A Taxing Problem for Canadians

WHEN BRIAN MULRONEY tendered his resignation as Canada's prime minister in June 1993 his sudden departure generated a flurry of correspondence between Australia and Canada. The Australian concern revolved around a goods and services tax (GST) proposed by the Australian Liberal Party and the unhappy coincidence of Mr. Mulroney's abrupt retirement from the political arena.

Australian journalists added fuel to the Liberals' anxiety by arguing that Mulroney's considerable unpopularity stemmed from the federal tax which he had initiated in 1989. Although it was determined that the general feeling against our former prime minister arose from a number of factors, not merely the GST, the end result was that Australian politicians became loath to introduce a tax with such a dismal history.

The Canadian Liberal government, however, did not shrink from retaining the GST, even though they had promised in their widely promulgated Red Book that "a Liberal government will replace the GST with a system that generates equivalent revenues."

On Oct. 23 a promising development in the fight to exempt reading materials from the GST took place, when the federal government and the governments of Nova Scotia, New Brunswick, Newfoundland and Labrador announced they had reached agreement on a new Harmonized Sales Tax (HST) which would replace the provinces' retail sales taxes and the federal GST in April 1997.

After considering the acute and articulate arguments of Premiers John Savage of Nova Scotia, Frank McKenna of New Brunswick, Brian Tobin of Newfoundland and the Atlantic university

faculty associations, federal Finance Minister Paul Martin determined that books in the three provinces would not be subject to an increase in taxation.

Instead, the Atlantic provinces would provide point-of-sale rebates so that the provincial portion of the HST would not be applied against the sale of books.

However, Mr. Martin also determined that Ottawa would not be footing the bill for the GST change. According to a federal finance estimate, the Atlantic provinces will have to pay about \$12 million to compensate for the federal loss in taxation revenue.

Philosophically, as well as fiscally, national taxation on books and reading materials remains a contentious issue.

An inexpensive and popular step for the finance minister would be to exempt small periodicals, both Canadian and foreign, from

paying the GST. Not only does the federal government not generate significant revenues from these groups, but the GST also imposes a considerable burden on their administration and staff, which are customarily smaller than that of the larger periodical companies.

The GST also increases the cost of foreign journals as they are forced to impose a much higher administrative fee for Canadian subscriptions to compensate for the negative effect of the federal tax.

The Liberal government should also work towards extending the GST change on reading materials to each province in Canada in order to promote literacy and learning for all Canadians. Mr. Martin himself admitted in an interview with *The Globe and Mail* that he could not see how the GST was going to stimulate literacy.

In a 1993 speech, Deputy Prime Minister Sheila Copps ear-

nestly stated that: "Food isn't subject to GST because it's a necessity. So are books. They're needed for young minds to grow."

And the United Nations Educational, Scientific and Cultural Organization (UNESCO) asked Canada in 1993 to consider abolishing entirely the GST tax on books.

Clearly, the application of the GST on reading materials is unpopular, but it also inflicts a significant additional economic burden on students and universities.

If the Liberal government is as committed to education as it has declared itself to be, then it must initiate a national GST exemption on all reading materials in Canada. Only by encouraging reading, rather than discouraging it through taxation, can the Liberal government effectively promote learning and literacy at all levels of Canadian society. ■

CLASSIFIEDS

AGRICULTURAL ECONOMICS

THE UNIVERSITY OF LETHBRIDGE — Faculty of Arts and Science Agricultural Economics. Assistant Professor: two-year term in the newly established Agricultural Studies program, beginning July 1, 1997, subject to budgetary approval. PhD is required. The successful candidate will be expected to develop and teach courses in agricultural systems analysis and teach courses in agricultural policy and other areas of economics. Preference will be given to candidates who have experience with a liberal education curriculum. Prospective candidates should note that the present incumbent is expected to apply for the position. In accordance with Canadian Immigration Regulations, this advertisement is directed to Canadian citizens and permanent residents of Canada. The University aspires to hire individuals who have demonstrated potential for excellence in teaching, research and scholarship. The University is an equal opportunity employer and offers a non-smoking environment. The current minimum salary for an Assistant Professor is \$37,350.00 per annum. Applications (including a current curriculum vitae and transcripts) and three letters of reference should be sent to: Prof. K.K. Klein, Department of Economics, The University of Lethbridge, 4401 University Drive, Lethbridge, Alberta, T1K 3M4, Telephone: (403) 329-4438, or e-mail: kleink@uleth.ca. The closing date for applications is January 31, 1997.

ANATOMY & CELL BIOLOGY

QUEEN'S UNIVERSITY — Department of Anatomy and Cell Biology, Faculty of Medicine. Applications are invited for a tenure track appointment at the rank of Assistant Professor. A PhD and/or M.D. or D.O. degree and a minimum of two years of postdoctoral experience are essential. This advertisement is directed to outstanding candidates with strong interdisciplinary research programs in Neuroscience, although individuals with research programs in Cell Biology and Human Biomechanics are encouraged to apply. Ability to

teach Neuroscience and either Human Gross Anatomy, Embryology or Histology would be an asset. Candidates should arrange to have a copy of their curriculum vitae sent to: Dr. Stephen C. Pang, Professor and Head, Department of Anatomy and Cell Biology, Faculty of Medicine, Queen's University, Kingston, Ontario Canada K7L 3N6. Letters of recommendation will be requested if there are candidates who are shortlisted. In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. Queen's University has an employment equity programme, welcomes diversity in the workplace and encourages applications from all qualified candidates, including women, aboriginal peoples, people with disabilities and visible minorities. Applications should be forwarded as soon as possible and no later than February 14, 1997.

APPLIED LANGUAGE STUDIES

BROCK UNIVERSITY — The Department of Applied Language Studies invites applications for a tenure stream appointment at the Assistant Professor level to commence July 1, 1997, subject to budgetary approval. The ideal candidate has a PhD in an area closely related to communication disorders, preferably with a clinical qualification in speech-language pathology or audiology. The successful candidate will be expected to develop additional undergraduate courses relevant to programs in Biological Sciences, Agricultural Biotechnology, Biochemistry, and Environmental Science. Opportunities exist for supervision of graduate students. In accordance with Canadian Immigration Regulations, this advertisement is directed to Canadian citizens and permanent residents of Canada. The University aspires to hire individuals who have demonstrated potential for excellence in teaching, research and scholarship. The University is an equal opportunity employer and offers a non-smoking environment. The current minimum salary for an Assistant Professor is \$37,350.00 per annum. Applicants should submit a letter of application, including a curriculum vitae, transcripts, statement of proposed research (similar to an abbreviated NSERC Operating Grant application, maximum 3 pages), statement of teaching philosophy, a minimum of three important and/or recent publications, and names of referees. The applicant should arrange for the material and for three letters of reference to be sent directly to: Dr. Stewart B. Reid, Acting Chair, Department of Biological Sciences, The University

of Lethbridge, Lethbridge, Alberta, T1K 3M4, Telephone: (403) 329-2426; Fax: (403) 329-2062; Email: reidst@uleth.ca. The closing date for applications is January 31, 1997.

BIOLOGY

THE UNIVERSITY OF WINNIPEG — The Department of Biology. The University of Winnipeg, invites applications for a tenure track position, at the rank of Assistant Professor, primarily to teach undergraduate courses in genetics and microbiology and to carry out research in the area of specialization. Subject to budgetary approval, this appointment is effective July 1, 1997. Salary commensurate with qualifications and experience. Candidates should have a PhD. In accordance with Canadian Immigration requirements, first preference must be given to Canadian citizens and permanent residents. The University of Winnipeg is committed to employment equity. Interested candidates should, by February 1, 1997, send a curriculum vitae and the names of three referees to: Dr. Rod C. Bolman, Chair, Department of Biology, The University of Winnipeg, 515 Portage Avenue, Winnipeg, Manitoba, R3B 2E9. Telephone: 204-786-5862, Fax: 204-774-4134.

BIOTECHNOLOGY

THE UNIVERSITY OF BRITISH COLUMBIA — A position as a Research Associate is available in the Biotechnology Laboratory at the University of British Columbia. The researcher will participate in projects involving the study of enzyme mechanisms of enteropathogenic *Escherichia coli*. Applicant must have previous experience with molecular genetic techniques, in particular with gene cloning and DNA manipulation, and studying bacterial pathogenesis using appropriate animal models. Experience with cell biology techniques, including cell culture and confocal microscopy would be a distinct asset. Applicants for this position are required to hold a PhD and to have a minimum of three years postdoctoral experience. The position is significant and open for a period of one year, with the possibility of renewal. Closing date for applications is Feb. 1, 1997. Applicants with Canadian citizenship and/or permanent residence are given priority. In accordance with Canadian Immigration requirements, priority will be given to Canadian citizens and permanent residents. UBC welcomes all qualified applicants, especially women, aboriginal people, visible minorities and persons with disabilities. Interested candidates should submit a resume and a list of three referees to: Dr. B.B. Finlay, Biotechnology Laboratory, Room 237, 600 Brock Building, Vancouver, B.C., Canada V6T 1Z3.

BUSINESS

QUEEN'S UNIVERSITY, School of Business invites applications for two tenure track positions, one with Operations Management and the other with Industrial Marketing. Submissions from outstanding applicants in other fields are also welcome. Candidates must have a PhD or be near completion. The level of appointment is open but the positions are subject to final budget approval. Depending upon qualifications, the marketing appointment might also be designated the Kellogg Brands Ltd. Professor of Marketing, which provides additional support. We are especially interested in outstanding teachers, and those who have demonstrated research potential. The School of Business has an acknowledged reputation in

extensive education and in degree programs including innovative, privatized MBA studies, our flagship undergraduate Commerce program, a new Master's of Science in Management (pending) and our respected PhD. In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. Queen's University has an employment equity program, welcomes diversity in the workplace and encourages applications from all qualified candidates, including women, aboriginal peoples, people with disabilities, and members of visible minorities. In all cases, salary will be commensurate with qualifications and experience. The effective date for each appointment is July 1, 1997. Applications will be accepted until the positions are filled and should be submitted to: Wm. E. Malas, Associate Dean, School of Business, Queen's University, Kingston, Ontario K7L 3N6. Fax: (613) 545-2013.

BUSINESS ADMINISTRATION

UNIVERSITY OF MANITOBA — The Department of Business Administration is soliciting applications for a tenure track position in organization theory and/or human resources management. Expertise in systems dynamics and/or organizational learning is an asset. Rank is at the Assistant Professor level and candidates must have completed or be near completion of a PhD or DBA. Duties include teaching and supervising undergraduate and graduate courses. Candidates must be able to demonstrate teaching effectiveness. Salary is competitive and will depend on qualifications, experience and research record. The University of Manitoba encourages applications from qualified women and men, including members of visible minorities, aboriginal people, and people with disabilities. Priority consideration will be given to Canadian citizens and permanent residents. Applications should be sent to: Professor Bruce Anderson, Head, Department of Business Administration, Faculty of Management, University of Manitoba, Winnipeg, Manitoba, R3T 5V6. Closing date for receipt of applications is February 15, 1997.

ALGOMA UNIVERSITY COLLEGE invites applications for a probationary appointment with the Department of Business Administration in the areas of Management Information Systems, Organizational Behaviour/Human Resource Management, Labour Relations or Accounting. The appointment will be made at the rank of Lecturer or Assistant Professor and salary will be commensurate with qualifications and experience. Minimum qualifications for the areas of Management Information Systems, Organizational Behaviour/Human Resource Management and Labour Relations are PhD or equivalent degree in the respective or related area either in hand or near completion. The minimum qualifications for the Accounting area are a PhD and a CA. Applicants with an ability to teach in the following areas: accounting theory, auditing, taxation and computerized accounting. The successful candidate is expected to develop courses and teach in more than one area. This appointment is subject to final budgetary approval. Effective date of the appointment: January 1, 1997 or July 1, 1997. Applications will be accepted until the position is filled. In conformance with the requirement of Immigration Canada, priority will be given to Canadian citizens and permanent residents. Algoma University College encourages applications from qualified women and men.

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SCIENTIST TRAUMA RESEARCH PROGRAM

The Trauma Research Program at Sunnybrook Health Science Centre is seeking a full-time scientist with interests in angiogenesis or molecular neurobiology/neuroprotection/neuroaesthesia as these areas relate to trauma. Present members have interests in circulatory physiology, matrix biology and neuronal injury. The research complements a Clinical Program which represents the largest trauma Unit in Canada.

The candidate will hold a PhD and preference will be given to those sufficiently advanced in their research career to have published widely and successfully completed for peer-reviewed research funding. However, consideration will be given to promising young investigators completing suitable post-doctoral training. It is expected that the candidate will seek cross-appointment to one of the Graduate Departments at the University of Toronto with the potential to supervise research trainees at all levels.

In accordance with its employment equity policy, the University of Toronto encourages applications from qualified women and men, members of visible minorities, aboriginal peoples and persons with disabilities. In accordance with Canadian Immigration requirements this advertisement is directed to Canadian citizens and permanent residents.

Interested applicants should submit a complete curriculum vitae, as well as letters from three referees, by April 18, 1997 to:



Dr. Miles G. Johnston
Director, Trauma Research Program
Sunnybrook Health Science Centre
5-113A Research Building
2075 Bayview Avenue
North York, Ontario
M4N 3M5 Canada



POSITION IN FAMILY SCIENCE SCHOOL OF FAMILY AND NUTRITIONAL SCIENCES

Assistant Professor, tenure-track position. Ph.D. in Family Science or a related area, with expertise in the family context of life-span development. Post-doctoral or previous university experience preferred. Demonstrated ability and interest in high quality teaching and excellence and independence in research will be major criteria in selection. Appointment may be considered at a higher rank for a woman with exceptional qualifications. The successful candidate will be expected to teach undergraduate courses in family sciences, including life-span human development, parent-child relations, and possibly aging in the family context; to supervise graduate students; and to develop an active and independent research program. Family Science offers both undergraduate (BA) and graduate (MA) programs which incorporate three substantive areas: family development, family resource management, and the family context of life-span development. Family Science faculty may also be involved in interdisciplinary Ph.D. programs. The program is housed in a modern building with excellent facilities. The University of British Columbia welcomes all qualified applicants, especially women, aboriginal people, visible minorities and persons with disabilities. In accordance with Canadian Immigration requirements, priority will be given to Canadian citizens and permanent residents of Canada. The position is subject to final budgetary approval. Final date for applications: February 28, 1997. Anticipated starting date: July 1, 1997.

Please send letters of application, curriculum vitae, graduate transcripts, and representative publications to:

Dr. Margaret Arcus, Director
School of Family and Nutritional Sciences
2205 East Mall
The University of British Columbia
Vancouver, B.C., Canada, V6T 1Z4

Inquiries can be directed to Dr. Arcus by telephone (604-822-6518); by FAX (604-822-5143); or by e-mail (arcus@unix.ubc.ca).

ASSISTANT/ASSOCIATE PROFESSOR IN ENGINEERING FOR THE ENVIRONMENT

The Department of Civil Engineering at the University of Calgary invites applications for a three year contingent term appointment starting July 1, 1997. The appointment may be extended to March 31, 2001 and subject to continued programme funding, may later be converted to tenure track. The successful candidate will be appointed at the Assistant or Associate Professor rank, commensurate with experience.

The appointee will be expected to coordinate the interdisciplinary graduate programme for "Engineering for the Environment" within the University. The appointee will also be expected to teach at both the graduate and undergraduate levels and develop a research programme complementing those of other members of the "Engineering for the Environment" team. Collaborative efforts with industry and with other team members from across the University are expected.

The ideal candidate will therefore have broad knowledge of environmental issues, but with particular emphasis on solid waste management. A PhD in Civil Engineering, specializing in Environmental Engineering is required. Good demonstrated administrative and interpersonal skills are necessary. A minimum of six years industrial experience is essential, with additional academic experience being an asset.

In accordance with Canadian immigration requirements, priority will be given to Canadian citizens and permanent residents of Canada. The University of Calgary is committed to Employment Equity.

Applications including a curriculum vitae with the names and addresses of three referees must be sent by February 28, 1997 to:

N.G. Shrive, Head
Department of Civil Engineering
The University of Calgary
2500 University Drive NW
Calgary, Alberta T2N 1N4
Fax: (403) 282-7026
Email: shrive@acs.ucalgary.ca



www.ucalgary.ca

CLASSIFIEDS

members of visible minorities, Native people, and persons with disabilities. Applicants should send a current curriculum vitae, with names, addresses, and phone numbers of three referees to Dr. Linda Svensen, Academic Dean, Alberta University College, 1520 Queen Street East, Suite 202, St. Mary, Ontario P6A 2G4.

CHEMISTRY

UNIVERSITY OF GUELPH — The Department of Chemistry and Biochemistry at the University of Guelph invites applications for a full-time tenure track position at the rank of Assistant Professor in the area of Organic Chemistry. Candidates must have a Ph.D. degree and some post-doctoral experience. Candidates are expected to develop a productive research programme, to supervise and teach graduate students under the auspices of the Guelph-Waterloo Centre for Graduate Work in Chemistry, and to have a strong commitment to teaching undergraduate students in the area of organic chemistry. The Guelph-Waterloo Centre for Graduate Work in Chemistry is one of the largest graduate programmes of its kind in Canada, with approximately 150 graduate students. Salary will be commensurate with qualifications and experience. Candidates should submit by March 31, 1997, a curriculum vitae, a statement of research experience and a research proposal, and arrange to have three letters of reference sent to Dr. John D. Goddard, Chair, Department of Chemistry and Biochemistry, University of Guelph, Guelph, Ontario N1G 2W1; Fax (519) 766-4009. In accordance with Canadian immigration requirements, the advertisement is directed to Canadian citizens and permanent residents. The University of Guelph is committed to an employment equity programme that includes special measures to achieve diversity among its faculty and staff. We therefore particularly encourage applications from qualified Aboriginal Canadians, persons with disabilities, members of visible minorities and women. The appointment is subject to budgetary approval.

THE UNIVERSITY OF MANITOBA — The Department of Chemistry at the University of Manitoba invites applications for a tenure-track position at the rank of Assistant Professor. This position, which is subject to final budget approval, is to begin July 1, 1997 or as soon as possible thereafter. Applicants must have a Ph.D. in chemistry, and a post-doctoral research experience in one of the branches of chemistry, including biochemistry. The successful applicant will be expected to teach at the undergraduate and graduate level, and establish a vigorous research program. The salary range for this rank will be \$40,868 to \$62,500. The department currently has 21 tenured or tenure-track staff, 5 other full-time academic staff, 13 support staff, and about 45 graduate students, post-doctoral fellows, and research associates. We are well equipped for research in most branches of Chemistry, including X-ray crystallography facilities, service laboratories for NMR (500 MHz and 300 MHz) and IR, and 300 MHz wide-bore instruments and mass spectrometry, and a full-time glassblower. For further information about the Department please see our web page at: <http://www.umanitoba.ca/chem/chemistry.html>. Dr. W. J. H. N. de Vries is a mature, highly civilized city with rich recreational and cultural opportunities. It combines the amenities of urban life with easy access to the countryside and to northern lakes and forests. Housing prices are unusually low by North American standards. The University of Manitoba encourages applications from qualified women and men, including members of visible minorities, Aboriginal people, and persons with disabilities. This advertisement is directed to Canadian citizens and permanent residents. The deadline for applications is February 15, 1997. Applicants should submit a curriculum vitae, a description of research interests, and the names and addresses of three referees, to: Dr. Harry W. Duckworth, Chair of the Search Committee, Department of Chemistry, University of Manitoba, Winnipeg, Manitoba, Canada, R3T 2N6. E-mail: hwduckworth@cc.umanitoba.ca; Telephone: (204) 474-5265; Fax: (204) 775-2905.

THE UNIVERSITY OF WINNIPEG — The Department of Chemistry at the University of Winnipeg invites applications for two tenure track appointments at the rank of Assistant Professor in the areas of biochemistry, analytical chemistry, and inorganic chemistry. Interested applicants in all areas of biochemistry, analytical chemistry, and inorganic chemistry are welcome to apply. However, interdisciplinary would be considered an asset. The successful candidates will be expected to develop a vigorous research program. Applicants must have a Ph.D. and should also have postdoctoral experience. The appointment committees will be considering applications on February 1, 1997, but will accept applications until the position is filled. The positions will be available July 1, 1997. Salary will be commensurate with qualifications and experience. In accordance with Canadian immigration requirements, first preference must be given to Canadian citizens and permanent residents. The University of Winnipeg is committed to employment equity. Applicants should submit a curriculum vitae, a research proposal (5-6 pages), and the names of three referees to Professor Ken Friesen, Chair, Department of Chemistry, The University of Winnipeg, 515 Portage Avenue, Winnipeg, Manitoba, R3S 2B3; Fax: (204) 775-2144. Details about the department and faculty research programs are available on the Internet at <http://www.uwinnipeg.ca>.

THE UNIVERSITY OF LETHBRIDGE — Faculty of Arts and Science, Department of Chemistry, Assistant Professor, three-year term beginning July 1, 1997. Ph.D. is required in Chemistry/Biochemistry. Relevant teaching experience is an asset. The successful candidate will be expected to teach organic chemistry and biochemistry, as well as general chemistry courses; and to develop a continuing research program in bioorganic chemistry or related areas. The University generally in undergraduate liberal arts institution, aspires to hire individuals who have a demonstrated potential for excellence in teaching, research and scholarship. The Department of Chemistry has an active research program involving undergraduate and M.Sc. students. All faculty members currently hold NSERC grants. The University is an equal opportunity employer and offers a non-smoking environment. In accordance with Canadian Immigration Regulations, this advertisement is directed to Canadian citizens and permanent residents of Canada. The current minimum salary for an Assistant Professor is \$37,350.00 per annum. Applications (including a current curriculum vitae, transcripts, and a detailed research proposal modeled after an NSERC Research Grant application form) and three letters of reference should be sent to: Dr. R.J. Wesslake, Chair, Department of Chemistry, The University of Lethbridge, Lethbridge, Alberta, T1K 3M4. Candidates are encouraged to have their letters of reference faxed if they apply after January 15, 1997. The closing date for applications is February 28, 1997. For more information, please contact Dr. R. Wesslake at: (403) 325-3201; Fax: (403) 325-2057; or e-mail: wesslake@leth.ac.

UNIVERSITY OF ALBERTA — Department of History and Classics. Applications are invited for a full-time tenure-track position in the rank of Assistant Professor or visiting assistant professor (1 September 1997 - 30 April 1998), subject to the approval of the Senate. The position is in the Greek language and civilization, or in Latin and Roman civilization. Current salary rate (8 months) is approximately \$24,500 to \$29,500, depending upon qualifications and experience. Minimum qualification: successful completion of Ph.D. comprehensive examinations, or equivalent, completed Ph.D. and teaching experience. Preferred: a letter of application, a curriculum vitae, university transcripts, and three confidential letters of reference. Dr. David J. Hall, Chair, Department of History and Classics, University of Alberta, Edmonton, Alberta, Canada, T6G 2H4. Closing date: 28 February 1997. In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. If suitable Canadian citizens and permanent residents cannot be found, other individuals will be considered. American citizens who qualify under the Free Trade Agreement are exempt from advance validation of employment by Canadian Employment and Immigration. The University of Alberta is committed to the principle of equity in employment. As an employer we welcome applications from all people and encourage applications from all qualified women and men, including Aboriginal people, persons with disabilities, and members of visible minorities.

QUEEN'S UNIVERSITY — Position in Department of Classics, subject to budgetary approval. A renewable tenure-track appointment at the rank of Assistant Professor. Qualifications: Ph.D. in Classics, or equivalent. Specialty in Roman History and/or specialty in Latin literature should be considered as an additional advantage. The successful candidate will be pursuing an active research program, and demonstrate excellence in teaching. Duties: Teaching undergraduate courses in Classical Civilization, Latin and Greek, and supervising graduate courses in the area of specialty. Research: Teaching and research in the area of specialty. Appointment: Date: July 1, 1997. Closing Date: February 1, 1997. Letters of application, together with curriculum vitae, copies of publications, and three letters of reference should be sent to: Dr. O.K. Hagel, Head, Department of Classics, Queen's University, Kingston, Ontario, K7L 3N6; Telephone: (513) 545-7245; Fax: (513) 545-6739. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. Queen's University has an employment equity program which welcomes diversity in the workplace and encourages applications from all qualified candidates, including women, Aboriginal peoples, people with disabilities, and visible minorities.

CLOTHING & TEXTILE
UNIVERSITY OF MANITOBA — Tenure-track position: Assistant Professor, effective July 1, 1997, or as soon as possible thereafter. Salary range: \$40,868 to \$50,000. Requirements include: earned Ph.D. in clothing, textiles or related field; active research program or demonstrated research potential; and record of successful teaching experience at the post-secondary level. Areas of expertise should include at least two of the following: textile science, apparel engineering, functional clothing or social science aspects of clothing. The Department offers a Bachelor of Human Ecology degree in Clothing and Textiles and a Master of Science degree. Faculty members are in a unique position to integrate the study of clothing and textiles. The University of Manitoba encourages applications from qualified women and men, including members of visible minorities, Aboriginal people, and persons with disabilities. This advertisement is directed to Canadian citizens and permanent residents. The position is subject to budgetary approval. Applications, including a curriculum vitae and names of three referees, by March 4, 1997, to: Dr. S. Turnbull, Chair, Department of Clothing and Textiles, Faculty of Human Ecology, University of Manitoba, Winnipeg, Manitoba, R3T 2N2; Phone: (204) 474-1313; Fax: (204) 775-2299; E-mail: turnbull@hse.umanitoba.ca.

COMMUNICATIONS STUDIES
BROCK UNIVERSITY — The Communications Studies Program at Brock University invites applications for a probationary (tenure-track) position at the rank of Assistant Professor, effective July 1, 1997 and subject to budgetary approval. A growing interdisciplinary program subject to final budget approval. Send letter of application, with curriculum vitae and names of three referees, by March 4, 1997, to: Dr. S. Turnbull, Chair, Department of Clothing and Textiles, Faculty of Human Ecology, University of Manitoba, Winnipeg, Manitoba, R3T 2N2; Phone: (204) 474-1313; Fax: (204) 775-2299; E-mail: turnbull@hse.umanitoba.ca. A recently completed Ph.D. in a relevant social science discipline is required together with expertise in two or more of the following areas: communication theory, mass media; communications policy; minorities and the media; and critical organizational communication. The successful candidate will also have a demonstrated aptitude for undergraduate teaching (including an introduction course in communication) and evidence of potential to develop a program of independent research and scholarship in a relevant area of specialization. Applicants should submit by February 28, 1997 a letter of application accompanied by a curriculum vitae and selected reprints and preprints of published work, and arrange to have three letters of reference sent to: Professor Robin Zischewski, Director, Communications Studies Program, Brock University, St. Catharines, Ontario L2S 3A1. In accordance with Canadian immigration requirements, the advertisement is directed to Canadian citizens and permanent residents.

desired. Qualified women and men are equally encouraged to apply.

COMPUTER SCIENCE

McGILL UNIVERSITY — The School of Computer Science at McGill University wishes to invite applications for a tenure-track position at the assistant professor level. We are particularly interested in candidates in networks, distributed or parallel systems, and physically-based modeling. Candidates should have an outstanding research profile, a commitment to good teaching and a strong desire to build an active research program. Applications, including a curriculum vitae, a list of publications and the names and e-mail addresses of three referees should be sent to: Head, Search Committee, School of Computer Science, McGill University, McConnell Engineering Building, 6138, 3480 University Street, Montreal, QC H3A 2B4. A duplicate of the curriculum vitae should be sent by electronic mail (ASCII preferred) to search@cs.mcgill.ca. The School's web page is www.cse.mcgill.ca. Copies of our best publications are welcome. To ensure full consideration, applications must be received by January 15, 1997, although the search will continue until the position is filled. In accordance with Canadian immigration law, priority will be given to Canadian citizens and permanent residents of Canada.

THE UNIVERSITY OF NEW BRUNSWICK, Saint John Campus, Department of Mathematics, Statistics and Computer Science. Applications are invited for one tenure track position in Computer Science at the rank of Assistant Professor beginning July 1, 1997. Candidates should have strong potential in teaching and research and have a Ph.D. degree in Computer Science or related field. The position is in the area of computer and programming languages and in numerical analysis. Responsibilities include teaching and research. Salary is commensurate with qualifications and experience. The position is subject to budgetary approval. Applications, including a curriculum vitae and the names of three referees, should be received no later than February 28, 1997 by Dr. C.K. Tompkins, Dean of Science, Applied Science & Engineering, The University of New Brunswick, P.O. Box 5050, Saint John, New Brunswick, E2L 4L5. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. The University of New Brunswick is committed to the principle of employment equity.

COMPUTER STUDIES

TRENT UNIVERSITY — The Computer Studies Program at Trent University invites applications for a tenure-track position at the assistant professor level commencing July 1, 1997. Candidates should have a Ph.D. in Computer Science or related area with relevant teaching and research experience in one or more of the following areas: Data Structures and Algorithms, Software Engineering, Systems Programming, and Data Communications. Knowledge of visual programming is an asset. Applications, including a current curriculum vitae (with email address if available) and the names of three referees, should be submitted to: E.A. Maxwell, Chair, Computer Studies Program, Trent University, Peterborough, Ontario, Canada, K9J 7B8. In time to be received not later than February 28, 1997. Trent University is an employment equity employer and especially invites applications from women, Aboriginal people,



Mount Saint Vincent University invites nominations and applications for the position of Vice-President (Academic)

Mount Saint Vincent University, located in Halifax, is Canada's only university dedicated primarily to the higher education of women. Founded by the Sisters of Charity in 1873, today the University is widely recognized for its leading role in both women's educational development and the research and analysis of issues related to women's status world wide. We offer undergraduate degree programs in Arts and Science together with selected professional programs and graduate degree programs in an environment offering a high degree of personalized education. Total enrolment is 3730 with a full-time, unionized faculty of 165.

The Vice-President (Academic) is the senior academic officer of the University reporting directly to the President on matters related to academic programs, policy and planning. The position requires a person who has a strong commitment to teaching, research and scholarly activity, capable of providing leadership in carrying out the academic mission of the University. In particular, we seek a person who understands the need to foster our strong undergraduate Arts and Science core as well as the need to balance and integrate the requirements of professional programs.

The appointment will commence on July 1, 1997 or at a mutually agreeable date. Applications and nominations, which must be received no later than February 28, 1997 should be sent to:

Search Committee for Vice-President (Academic)
President's Office
Mount Saint Vincent University
Halifax, NS B3M 2J6
Telephone: 902-457-6131
Fax: 902-457-0096
E-mail: patricia.butler@msvu.ca
Web-Site: <http://www.msvu.ca>

Applicants should be sensitive to the Mount's mission as a university dedicated primarily to the education of women. Mount Saint Vincent University encourages applications from all qualified candidates including women and men, Aboriginal people, visible minorities and persons with disabilities. In accordance with Canadian immigration regulations, this advertisement is directed to Canadian citizens and permanent residents.

Trauma Surgeon

Vancouver Hospital & Health Sciences Centre and The University of British Columbia Faculty of Medicine, Department of Surgery

The Vancouver Hospital & Health Sciences Centre and the University of British Columbia are seeking an academic General Surgeon with additional training in Trauma and critical care. Applicants should have obtained their Fellowship in the Royal College of Physicians and Surgeons of Canada in General Surgery, and be eligible for registration by the College of Physicians and Surgeons of British Columbia. The successful candidate will join the trauma service at the Vancouver Hospital & Health Sciences Centre, and participate in all aspects of care of trauma patients, including critical care. In addition, it is expected that he/she will maintain an active elective general surgery practice with privileges at the Vancouver Hospital & Health Sciences Centre, The Vancouver Hospital & Health Sciences Centre is the Provincial Adult Trauma Centre of British Columbia and is expected to admit approximately 600 major trauma patients (ISS > 16) annually. There is an established Regional Trauma Registry and a Provincial mandate to develop a fully integrated trauma system. The Vancouver Hospital also serves as the Regional Burn, Neurosciences, and Spinal Cord Injury Centre. An option exists to participate part-time in multidisciplinary Intensive Care Unit care.

This position affords the opportunity for a full-time academic appointment in the Department of Surgery, University of British Columbia, with responsibility for active involvement in teaching and research. Participation in community and regional educational outreach programs is expected.

The University of British Columbia welcomes all qualified applicants, especially women, Aboriginal people, visible minorities and persons with disabilities. In accordance with Canadian immigration requirements this advertisement is directed to Canadian Citizens and permanent residents.

Interested applicants should forward a letter of application and updated curriculum vitae by January 31, 1997 to:

Dr. Richard K. Simons
Director of Trauma Services
Vancouver Hospital & Health Sciences Centre
855 West 10th Avenue
Vancouver, BC V5Z 1L7
Phone: 604-875-4570



Université de Regina • Faculté d'éducation Le Baccalauréat en éducation

Poste

Le programme du Baccalauréat en éducation cherche un(e) professeur(e)-adjoint(e) en éducation pour remplir un poste pouvant mener à la permanence.

Ce programme offre une formation en pédagogie pour ceux et celles qui se dirigent vers l'enseignement de la maternelle à la 12e année dans les écoles francophones, d'immersion et le français de base. Ce programme fait partie intégrante des programmes offerts par la Faculté d'éducation de l'Université de Regina, une université anglophone qui offre un enseignement et certains services en français.

Responsabilités

Les responsabilités du poste comprennent: (1) l'enseignement en français (2) la participation au développement du programme, (3) la recherche, et (4) la supervision de stagiaires.

Salaire

• Fourchette de salaire: 40.019 - 62.027 \$, négociable selon les qualifications et l'expérience.

Exigences

Doctorat de préférence en éducation. Bilingue avec une forte compétence en français. Expérience pratique d'enseignement au niveau élémentaire et secondaire serait un atout.

Charge et tâche d'enseignement

Selon sa spécialisation et son expérience, la personne choisie aura à enseigner dans deux ou plus des domaines suivants:

- Didactique au niveau élémentaire — sciences humaines, beaux-arts, les arts langagiers
- Didactique au niveau secondaire — les arts langagiers, le français comme langue seconde
- Fondements en éducation
- Psychopédagogie

Entrée en fonction — le 1er juillet 1997

Les nominations seront sujettes à l'approbation finale du budget.

Les demandes devront être accompagnées d'un curriculum vitae et de trois références. Elles doivent être adressées avant le vendredi 07 février 1997 à: Monsieur Michael Tymchak, doyen, Faculté d'éducation, Université de Regina, Regina, Saskatchewan, S4S 0A2. Téléphone: (308) 565-4500 Télécopieur: (308) 565-4880.

Selon les exigences du ministère canadien de l'Immigration, cette annonce vise les citoyennes et citoyens canadiens et les résidentes et résidents permanents. L'Université de Regina respecte les principes de l'équité en matière d'emploi.

ANNONCES CLASSÉES

sons, visible minorities and disabled persons. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents of Canada. The position is subject to budgetary approval.

COMPUTING & INFORMATION SCIENCE

UNIVERSITY OF GUELPH — The Department of Computing & Information Science at the University of Guelph is seeking applications for a tenure-track appointment at the Assistant Professor level in support of its programme in Software Engineering. The department offers a stimulating environment for high quality teaching, graduate student supervision and research in applied Computing Science. Candidates with proven research abilities and a PhD in Computing Sciences are encouraged to apply. Qualified applicants in other related areas may also be considered, especially those with substantial industrial experience. The successful applicant will be expected to conduct research in some aspects of software systems such as operating systems, distributed systems, compiler construction, object oriented methodologies etc. Teaching duties include teaching in two or more of the following areas: software engineering, operating systems, compiler construction, human computer interaction, distributed systems, algorithms etc. Graduate student teaching in support of the M.Sc. programme is also expected in the area of specialization. The appointment will commence 1 July 1997, or as soon as possible thereafter. Salary will be commensurate with qualifications and experience. Letters of application, curriculum vitae, and three reference contact names should be forwarded to: Dr. G.S. Under, Chair, Department of Computing & Information Science, University of Guelph, Guelph, Ontario N1G 2W1. Closing date for applications: May 1, 1997. The University of Guelph is committed to an employment equity program that includes special measures to achieve diversity among its faculty and staff. We therefore particularly encourage applications from qualified aboriginal Canadians, persons with disabilities, members of visible minorities and women. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents of Canada. All appointments are subject to final budgetary approval.

COMPUTING SCIENCE

SIMON FRASER UNIVERSITY — School of Computing Science. Applications are invited for a tenure-track faculty position at the Assistant Professor level. A PhD in Computing Science (or equivalent) is required, with a strong commitment to excellence in research and teaching. The ideal candidate for the position will have research experience and preferably industrial experience in a systems area, such as software engineering, operating systems, graphics, multimedia systems, distributed systems or networking. The School of Computing Science has 33 full-time members and offers PhD, M.Sc., and B.Sc. degrees as well as B.Sc. degrees in Mathematics and Computing and in Business and Computing. The School has state-of-the-art computer equipment

with excellent network support, including UNIX and PC labs and an experimental ATM network. This advertisement is directed to Canadian citizens and permanent residents of Canada. Suitable Canadian citizens or permanent residents cannot be found, other individuals will be considered. Letters of application with full curriculum vitae should be sent to: David Barnett, Chair, Department of Drama, 3146 Fine Arts Building, University of Alberta, T6G 2C9. Phone: 1-403-493-2274; Fax: 1-403-493-1536; e-mail: David.Barnett@ualberta.ca. Applicants should arrange for three confidential letters of reference and academic transcripts (if appropriate) to be sent to the above address. Consideration of applications will begin on February 28, 1997. The University of Alberta is committed to the principle of equity in employment. As an employer we welcome diversity in the workplace and encourage applications from all qualified women and men, including Aboriginal peoples, persons with disabilities, and members of visible minorities.

EARTH & ATMOSPHERIC SCIENCE

ORAMA

THE UNIVERSITY OF ALBERTA Department of Drama invites applications for a position in Dramatic and Theatrical Theory. Applicants are invited for a full-time tenure track appointment in Dramatic and Theatrical Theory at the Assistant Professor level. Scholarly expertise in the area of Theatre History, Dramatic Literature and Criticism is expected. Candidates should have a completed PhD and a record of publication as well as being active in the field. The successful candidate will be expected to play a leadership role in the Graduate Program of the Department and will be expected to teach and supervise students at the graduate and undergraduate levels. Faculty are also required to engage in research and to assume appropriate administrative responsibilities. The Faculty of Arts at the University of Alberta is engaged in an extensive process of renewal, and is committed to ensuring that the substantial number of things anticipated over the next several years will secure for the future the lively and productive intellectual environment on which it prides itself. The Department of Drama offers academic programs leading to BA, BA Honors and MA degrees, co-operative programs leading to BA degrees in Acting, Theatre Design and Technical Theatre, and MA degrees in Directing and Theatre Design. Graduate from all programs have identifiable records of achievement on a national scale. Facilities: The Fine Arts Building, with four performance spaces for drama, was designed specifically for the teaching of theatre arts, music and visual arts. The Timms Centre for the Arts, a separate and highly acclaimed theatre complex which opened in March 1995, contains a 300 seat proscenium stage, a flexible playing space, green room, dressing rooms and scene, prop, costume and costume workshops. The appointment is effective July 1, 1997. The appointment will be at the Assistant

Professor level (1996/97, \$39,230). In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. If suitable Canadian citizens or permanent residents cannot be found, other individuals will be considered. Letters of application with full curriculum vitae should be sent to: David Barnett, Chair, Department of Drama, 3146 Fine Arts Building, University of Alberta, T6G 2C9. Phone: 1-403-493-2274; Fax: 1-403-493-1536; e-mail: David.Barnett@ualberta.ca. Applicants should arrange for three confidential letters of reference and academic transcripts (if appropriate) to be sent to the above address. Consideration of applications will begin on February 28, 1997. The University of Alberta is committed to the principle of equity in employment. As an employer we welcome diversity in the workplace and encourage applications from all qualified women and men, including Aboriginal peoples, persons with disabilities, and members of visible minorities.

sity in the workplace and encourage applications from all qualified women and men, including Aboriginal peoples, persons with disabilities, and members of visible minorities.

ECONOMICS

UNIVERSITY OF GUELPH — The Department of Economics is seeking a tenure-track position at the Assistant Professor level effective July 1, 1997. The successful candidate will hold, or have recently completed, a PhD in Economics and must demonstrate (i) the ability to pursue a well-structured program of high-quality research in Macroeconomics leading to significant peer-reviewed publications in the field and (ii) the interest and ability to teach Macroeconomics at the advanced graduate level as well as the undergraduate level. The successful candidate will be joining and expected to operate effectively in a research-oriented department with active M.A. and Ph.D. programs in Economics. The position is subject to budgetary approval. The University of Guelph is committed to an employment equity program that includes special measures to achieve diversity among its faculty and staff. We therefore particularly encourage applications from qualified aboriginal Canadians, persons with disabilities, members of visible minorities and women. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents of Canada. All appointments are subject to final budgetary approval. The University of Guelph is committed to an employment equity program that includes special measures to achieve diversity among its faculty and staff. We therefore particularly encourage applications from qualified aboriginal Canadians, persons with disabilities, members of visible minorities and women. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents of Canada. All appointments are subject to final budgetary approval.

EDUCATION

UNIVERSITY OF REGINA — The Faculty of Education at the University of Regina is a dynamic community of education with a commitment to excellence in undergraduate teacher education, graduate studies and scholarly research. The Faculty encourages and supports the integration of theory and practice, cross-cul-

tural interdependence, collaboration, balance within commitments to teaching, research, field experience supervision, and professional development. Applications are invited for tenure track (term position) positions in the following areas: Vocational/Technical Education (Training and Development); Mathematics Education (including Secondary Methods); Music Education (Arts Education K-12). Preference will be given to applicants with teaching experience and a current teaching certificate and a completed or virtually completed PhD. Duties will include teaching at the undergraduate level, graduate studies teaching and thesis supervision; field experience supervision and general faculty committee work. The successful candidate will have an interest in and a commitment to scholarly research, and to describe their current interests and projects. Salary at the Assistant Professor level, \$40,019 - \$62,027. For further information and details with respect to each of the positions, contact Edie Irlin at (306) 585-4500 or fax (306) 585-5330. Applications, including a current curriculum vitae, three letters of reference and copies of transcripts should be sent by February 28, 1997 to Dr. Michael Tymniak, Faculty of Education, University of Regina, Regina, Saskatchewan, S4S 0A2. Appointment will be made subject to budgetary approval. The University of Regina is committed to employment equity and welcomes applications from all qualified candidates. Canadian Aboriginal people, persons with disabilities, members of visible minorities and women are invited to identify themselves as members of these designated groups on their applications. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents.

THE DEPARTMENT OF GRADUATE AND UNDERGRADUATE STUDIES in the Faculty of Education at Brock University invites applications for a probationary tenure-track appointment at the rank of Assistant Professor. Preferred candidates will possess an earned doctorate or equivalent, will have demonstrated excellence in teaching and will possess or expect to develop a record of scholarly work in at least one of the following:



Tenure Track Appointments — 1997-98

York University, Faculty of Education, invites applications for three positions:

- Language: Multilingual Education
- Culture: Culture and Technology
- Teaching: Teacher Education, Post Secondary Teaching and Learning

The Context:

The Faculty of Education offers innovative pre-service, professional development and graduate programs (M.Ed., PhD). We are committed to building our teacher education programs around academic frameworks for language, culture and teaching. The Faculty values collaboration and an interdisciplinary orientation to education. Its staffing approach encourages tenure-track faculty in Education to work with educators seconded from their school boards and with colleagues from other academic departments across the University. The York Campus is ideally situated at the centre of the Greater Metropolitan Toronto area and the Faculty works closely with culturally diverse urban school settings.

The Candidates:

Candidates will have completed a doctorate and present evidence of broad engagement with study and practices associated with one of the three positions listed above. Candidates must present evidence of the ability to establish a strong program of scholarly research; provide excellence and leadership in undergraduate and graduate teaching and supervision; collaborate with colleagues in the field and across the University; and, be actively involved in the field of education.

The Appointments:

While preference will be given to appointments at the Assistant Professor level, initial rank and salary will be commensurate with qualifications and experience. Appointments would commence as early as 1 September 1997 and no later than 1 July 1998. York University is implementing a policy of employment equity, including affirmative action for women faculty. The Faculty of Education encourages applications from qualified people of colour, Aboriginal/First Nations people, and persons with disabilities. In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents of Canada.

Applications:

A detailed letter of application should address your qualifications and research in relation to one of the advertised positions and to the context described above. Submit your curriculum vitae, one sample of your scholarly writing, and the names/addresses of three or more potential referees for:

Dr. Stan Shapiro, Dean, Faculty of Education
c/o 5853 Ross Bldg., York University,
4700 Keele Street, North York, Ontario M3J 1P3

Internet: bmerit@edu.yorku.ca (Bey Merrikman, Secretary to Search Committee)

Letters and C.V.s only can be sent online in WP format while scholarly materials must be mailed.

Closing Date:

Applications, postmarked up to 31 January 1997, will be accepted.



LECTURER OR ASSISTANT PROFESSOR Fred C. Manning School of Business Administration

The School of Business Administration at Acadia University invites applications for the following positions either at the rank of Lecturer or the Assistant Professor level up to Grid Step 4: one tenure stream position to teach Business Policy (position number 30118) and one two-year replacement position to teach Marketing (position number 30108). The appointments will commence July 1, 1997.

A PhD, completed or close to completion is expected. As much of the instruction in the School is accomplished in a team environment, flexibility to teach a range of subject areas is a necessity. Therefore, applicants should list their secondary teaching interests. A commitment to teaching and research is required. Practical business experience is valued. Acadia University business program emphasizes a multi-disciplinary approach to business problems and offers extensive opportunities for project work in the business environment.

Letters of application with a recent curriculum vitae and the names of three referees should be sent to:

Professor Steven Enman, Acting Director
School of Business Administration
Acadia University
Wolfville, NS B0P 1X0
Fax: 902-585-1057
E-mail: steve.enman@acadia.ns.ca

Wolfville
Nova Scotia

Acadia University is an Equal Opportunity Employer. Acadia University reserves the right not to fill these positions.

LAKEHEAD UNIVERSITY



DEAN OF ENGINEERING

Lakehead University is seeking applications and nominations for the position of Dean of the Faculty of Engineering. Located at the head of the Great Lakes, Lakehead University is a dynamic university offering a variety of programs to approximately 6,000 full-time students.

The Faculty of Engineering offers a unique combination of Engineering Technology Diploma and Post-Diploma Degree Programs in Chemical, Civil, Electrical and Mechanical Engineering as well as an interdisciplinary Master's Degree program in Control Engineering. All of these programs are accredited with a total enrolment of 500 students and a complement of 28 full-time faculty members. In addition, the Faculty offers a pre-engineering Native Access Program.

The candidate shall have undergraduate and earned doctoral degrees in Engineering, be registered or eligible for registration with Professional Engineers of Ontario and be qualified for appointment to one of the four departments. The successful candidate shall possess a demonstrated record of excellence in teaching and peer-reviewed research, provide intellectual and administrative leadership, and lead the Faculty in long-term planning of academic and research programs.

Reporting to the Vice-President (Academic), the Dean is responsible for the planning, management and administration of the Faculty and will serve as its spokesperson both inside and outside the University.

The appointment will be effective July 1, 1997 for a term of five years, subject to renewal. Applications should be accompanied by a detailed curriculum vitae and the names and addresses of at least three referees. Letters of nomination should include biographical details of the person nominated. Applications and nominations should be submitted to:

Dr. John Whitfield
Vice-President (Academic)
Lakehead University
955 Oliver Road
Thunder Bay, Ontario, P7B 5E1

In accordance with Canadian Immigration regulations, this advertisement is directed to Canadian citizens and permanent residents. Lakehead University is committed to employment equity and encourages applications from women, members of visible minorities, aboriginal peoples, and persons with disabilities.

CLASSIFIEDS

above. In addition, candidates will show evidence of a program of research that complements their chosen area of teaching. The successful applicant will be required to undertake school supervision during students' teaching practice, as well as demonstrating the ability to contribute to the academic development and administrative functioning of the Department. Along with a letter of application and curriculum vitae, applicants will submit: transcripts; sample of scholarly writings; abstracts of their graduate-level thesis; descriptions of courses recently taught; recent evaluations of teaching. Applicants and at least three referees should explicitly address our expectations for excellence in research, teaching, and leadership. McGill University is committed to equity in employment. In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents in Canada. All materials should be received no later than February 15, 1997, and addressed to: Dr. William Lawlor, Chair, Department of Culture & Values in Education, Faculty of Education, McGill University, 3700 McTavish Street, Montreal, QC, Canada, H3A 1T2.

BROCK UNIVERSITY — Faculty of Education. The President/Director in the Faculty of Education at Brock University invites applications for a probationary tenure-track appointment at the rank of Assistant Professor. Salary will be commensurate with qualifications and experience. Preferred candidates will hold an earned doctorate or equivalent (MEd acceptable), will have demonstrated excellence in teaching in the undergraduate to graduate level and will possess a record of developing a scholarly program in at least one of the following: 1. Personal and Social Studies (Social and Environmental Studies); 2. Language Education (Language Arts and 3. Special Education (elementary and/or secondary level). The successful candidate will have teaching duties at the pre-service level and other responsibilities requiring a knowledge base and interest in curriculum development, methodology, classroom processes, counselling and practicum supervision, course integration, communication technology and collaboration in teaching and research. Date and Conditions of Appointment:

The appointment will commence July 1, 1997, subject to budgetary approval. Deadline for applications: The deadline for applications is January 31, 1997. Candidates should submit their curriculum vitae and the names, addresses and phone/fax numbers of at least three referees to: Dr. R. Terrence Book, Dean, Faculty of Education, Brock University, St. Catharines, Ontario L2S 3A1. In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents of Canada. Qualifications and men are equally encouraged to apply.

ELEMENTARY EDUCATION

UNIVERSITY OF ALBERTA — The Department of Elementary Education. Faculty of Education, University of Alberta is seeking an instructor to teach Orti-Schulwerk level II (June 30-July 11, 1997) and Orti-Schulwerk. Matriculation (August 4-8, 1997). Qualifications should include: 1. Understanding of the psychological, philosophical and pedagogical significance of Orti-Schulwerk and extensive experience in active and creative music teaching based on Orti principles; 2. Knowledge of authentic folk materials from a variety of cultures; 3. Ability to teach advanced movement; 4. Ability to incorporate language, music for voices and Orti instrumentarium and teach advanced Orti orchestration and compositional techniques; 5. Extensive Orti-Schulwerk teaching experience at the university level. Responsibilities for instruction include both lectures and labs in ensemble, pedagogy and movement. Remuneration is \$5550.00. In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. Usable Canadian citizens and permanent residents cannot be found, other individuals will be considered. Closing date for applications is January 31, 1997. Applications accompanied by a curriculum vitae and three letters of reference should be sent to: Dr. Robert K. Jackson, Chair, Department of Elementary Education, 551 Education South, University of Alberta, Edmonton, Alberta, Canada T6G 2G3. The University of Alberta is committed to the

principle of equity in employment. As an employer, we welcome diversity in the workplace and encourage applications from all qualified women and men, including Aboriginal peoples, persons with disabilities, and members of visible minorities.

ENGINEERING

UNIVERSITY OF TORONTO — The Department of Mechanical and Industrial Engineering at the University of Toronto invites applications for an academic tenure stream position at the rank of Assistant Professor in the area of Mechatronics. Candidates must have effective teaching ability and will be expected to make a major contribution to the Undergraduate and Graduate Programs in Mechatronics. The successful applicant will be expected to develop a strong and independent research program in the area of Mechatronics. Teaching duties may include assisting the Department's undergraduate thesis in Design and Manufacturing. Applicants must have a doctoral degree, an outstanding academic record and be prepared to obtain professional registration. Industrial experience would be an asset. Salary is commensurate with qualifications. Start date is July 1, 1997. Applications should be sent to the Department's Assistant Professor, a detailed curriculum vitae, a clear statement of their specific teaching and research interests, and the names of three persons able to provide references in support of their application. Letters of application should be addressed to: Professor J.G. Currie, Chair, Department of Mechanical and Industrial Engineering, University of Toronto, 1280 St. George Street, Toronto, Ontario, M5S 3G8. The closing date for all applications to be received is February 28th, 1997. In accordance with Canadian Immigration requirements, priority will be given to applications from Canadian Citizens and Permanent Residents of Canada. The University of Toronto is committed to employment equity and encourages applications from women, visible minorities, Aboriginal people, and physically challenged persons.

UNIVERSITY OF TORONTO — The Department of Mechanical and Industrial Engineering at the University of Toronto invites applications for an academic tenure stream position at the rank of Assistant Professor in the area of Computational Fluid Dynamics (CFD). Candidates must have effective teaching ability and will be expected to make a major contribution to the Undergraduate and Graduate Programs. Preference will be given to candidates with a background in fundamental algorithm design, in the application of CFD to problems in environmental engineering, or design and manufacturing, or bioengineering. Applicants must have a doctoral degree, an outstanding academic record and be prepared to obtain professional registration. Salary is commensurate with qualifications. Start date is July 1, 1997. Applications should be sent to the Department's Assistant Professor, a detailed curriculum vitae, a clear statement of their specific teaching and research interests, and the names of three persons able to provide references in support of their application. Letters of application should be addressed to: Professor J.G. Currie, Chair, Department of Mechanical and Industrial Engineering, University of Toronto, 1280 St. George Street, Toronto, Ontario, M5S 3G8. The closing date for all applications to be received is February 28th, 1997. In accordance with Canadian Immigration requirements, priority will be given to applications from Canadian Citizens and Permanent Residents of Canada. The University of Toronto is committed to employment equity and encourages applications from women, visible minorities, Aboriginal people, and physically challenged persons.

UNIVERSITY OF TORONTO — The Department of Mechanical and Industrial Engineering at the University of Toronto invites applications for an academic tenure stream position at the rank of Assistant Professor in the area of Design. Candidates must have effective teaching ability and will be expected to make a major contribution to the Undergraduate and Graduate Programs and research activities. Research strengths should be directed to modern computer-based design tools and experimental verification of design models. Applications to industrial sectors would be an asset. Applicants must have a doctoral degree, an outstanding academic record and be prepared to obtain professional registration. Salary is commensurate with qualifications. Start date is July 1, 1997. Applications should be sent to the Department's Assistant Professor, a detailed curriculum vitae, a clear statement of their specific teaching and research interests, and the names of three persons able to provide references in support of their application. Letters of application should be addressed to: Professor J.G. Currie, Chair, Department of Mechanical and Industrial Engineering, University of Toronto, 1280 St. George Street, Toronto, Ontario, M5S 3G8. The closing date for all applications to be received is February 28th, 1997. In accordance with Canadian Immigration requirements, priority will be given to applications from Canadian Citizens and Permanent Residents of Canada. The University of Toronto is committed to employment equity and encourages applications from women, visible minorities, Aboriginal people, and physically challenged persons.

their application. Letters of application should be addressed to: Professor J.G. Currie, Chair, Department of Mechanical and Industrial Engineering, University of Toronto, 1280 St. George Street, Toronto, Ontario, M5S 3G8. The closing date for all applications to be received is February 28th, 1997. In accordance with Canadian Immigration requirements, priority will be given to applications from Canadian Citizens and Permanent Residents of Canada. The University of Toronto is committed to employment equity and encourages applications from women, visible minorities, Aboriginal people, and physically challenged persons.

UNIVERSITY OF TORONTO — The Department of Mechanical and Industrial Engineering at the University of Toronto invites applications for an academic tenure stream position at the rank of Assistant Professor in the area of Logistics. Candidates must have effective teaching ability and will be expected to make a major contribution to the Undergraduate and Graduate Programs. Research strengths should be directed towards theories and techniques in the design, analysis and/or operation of logistical systems. Applicants must have a doctoral degree, demonstrated research potential and be prepared to obtain professional registration. Salary is commensurate with qualifications. Start date is July 1, 1997. Applications should be sent to the Department's Assistant Professor, a detailed curriculum vitae, a clear statement of their specific teaching and research interests, and the names of three persons able to provide references in support of their application. Letters of application should be addressed to: Professor J.G. Currie, Chair, Department of Mechanical and Industrial Engineering, University of Toronto, 1280 St. George Street, Toronto, Ontario, M5S 3G8. The closing date for all applications to be received is February 28th, 1997. In accordance with Canadian Immigration requirements, priority will be given to applications from Canadian Citizens and Permanent Residents of Canada. The University of Toronto is committed to employment equity and encourages applications from women, visible minorities, Aboriginal people, and physically challenged persons.

ACADIA UNIVERSITY — School of Engineering. The Ivan Curry School of Engineering at Acadia University invites applications for the rank of Assistant Professor, Level 1 to Grade 6, effective on or after July 1, 1997. Applicants should have a minimum of a Master's degree in Mechanical Engineering and be prepared to teach at the university level. This position will be an asset, as well as having a reasonable amount of practical experience. The successful candidate will be expected to offer courses at the undergraduate and graduate levels. Applicants should have experience in the Mechanical/Civil Engineering disciplines and will be expected to teach, but not necessarily be limited to: Statics, Strength of Materials, and Thermodynamics, in the first two years of a four year program. The ability to attract external research funding is an important factor. Other duties may include serving on various University Committees and assisting with student research. Candidates should send a letter of application, curriculum vitae, and three letters of recommendation to be received by: A. Seamore, PEng, Acting Director, Ivan Curry School of Engineering, Acadia University, Wolfville, NS, B9N 1X0. The closing date for applications is March 14, 1997. In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. Acadia University is an Equal Opportunity Employer. Acadia University reserves the right not to fill the position.

CONCORDIA UNIVERSITY — The Department of Mechanical Engineering at Concordia University is seeking applications for a full-time tenure track faculty position at the Assistant or Associate Professor level starting June 1997. The Department offers B. Eng., M. Eng., M.A.Sc., and Ph.D. programs and has a well established and well funded faculty research activity. The Department also has three strong research centers: focus on industrial and environmental Engineering and Composites and a strong research laboratory on Computational Fluid Dynamics. Candidates should have a Bachelor's or a Ph.D. degree in Mechanical Engineering with a strong background in Heat Transfer, Thermodynamics and Fluid Mechanics. The candidate should have a minimum of three years of research and teaching experience and must be eligible for professional registration in the Order of Engineers in Quebec or in another

Canadian province. Knowledge of French would be an asset. The successful candidate will be required to teach undergraduate courses in Heat Transfer, Thermodynamics and graduate courses in Mechanical Engineering, seek external funding for research, demonstrate scholarly productivity through publications and grant acquisition efforts with industry. Applications including detailed curriculum vitae and names of at least three referees, should be sent to: Dr. S.V. Ho, Chair, Department of Mechanical Engineering, Concordia University, 1455 de Maisonneuve Boulevard West, H3M 3S8, Montreal, Quebec, Canada H3G 1M8, or e-mail at: Mchong@vax2.concordia.ca. In accordance with Canadian immigration requirements, priority will be given to Canadian citizens and permanent residents of Canada. Concordia University is committed to employment equity and encourages applications from women, Aboriginal people, visible minorities and disabled persons. All things being equal, women candidates shall be given priority.

MCGL UNIVERSITY — The Department of Civil Engineering and Applied Mechanics. McGill University invites applications for a tenure track appointment at the Assistant Professor level in the area of Environmental Engineering. The Department of Civil Engineering and Applied Mechanics is one of five Departments of Engineering and two Schools within the Faculty of Engineering. The Department has 16 full-time Professors whose research and teaching interests cover the general areas of applied and computational mechanics, structural engineering, environmental engineering, geotechnical and geoenvironmental engineering, fluid mechanics and water resources engineering and transportation engineering. The Department has approximately 180 full-time students at the undergraduate level and approximately 105 graduate students in the M.Eng. and Ph.D. programs. Applicants for this position must possess a earned doctorate in civil engineering or in a closely related engineering discipline, with research and teaching experience in any aspect of environmental engineering. Special consideration will be given to candidates with a strong background in either quantitative or computational methods or experimental methods as applied to geoenvironmental problems. Areas of teaching and research interest could include simulation of physical, chemical and biological processes and the application of mathematical and modern computational methods to the solution of continuum transport problems. A strong background in research and teaching in environmental engineering would be considered a distinct advantage. The successful candidate is expected to develop a vigorous research effort with a special emphasis on modelling and computational aspects of environmental engineering to teach and develop undergraduate and graduate students in environmental engineering as well as in allied areas of importance to civil engineering. The position is available starting May 1997. The screening of candidates will begin immediately and will continue until the position is filled. Interested candidates should submit an application, which includes a statement of research and teaching experience, names and addresses of three referees and copies of recent publications in refereed journals, to the Chair, Department of Civil Engineering and Applied Mechanics, McGill University, 3181 University Street West, Montreal, QC H3A 1Z6. In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents of Canada. The position is subject to final budgetary approval of the University. McGill University is committed to employment equity in employment. Membership or eligibility for membership in a Canadian professional engineering association is a requirement.

LAKEHEAD UNIVERSITY — The Department of Civil Engineering. Applicants are invited for a tenure-track position at the Assistant/Associate Professor level in the field of Geotechnical Engineering with an emphasis on in-situ and laboratory testing of soils. The successful candidate will be expected to be active in graduate teaching, research and interaction with the profession, and to teach related undergraduate courses. Qualifications should include a PhD in civil engineering and several years of relevant research and/or industrial experience and the successful candidate is expected to have or seek professional registration with the Association of Professional Engineers and Geoscientists of British Columbia. The successful candidate is expected to have expertise in site characterization and testing methods to assess the mechanical and geo-mechanical properties of soils, and in the interpretation of laboratory and field data, with preference given to candidates who have a strong background in the measurement and interpretation of field data. In support of the position, the Department has a wide range of laboratory and field testing facilities. The deadline for applications is March 14, 1997, with the appointment to be made effective July 1, 1997, or as soon as possible thereafter. The position is sub-

stant appointment at the rank of Assistant Professor. Applicants with a Bachelor degree and a PhD in Civil Engineering specializing in one or more of the following areas: transportation engineering, infrastructure engineering, environmental engineering or construction engineering. The successful candidate will be expected to develop a graduate program in transportation Engineering. The successful candidate will be expected to teach effectively, to develop significant external laboratory research program, and to assist in the development of graduate studies. The successful candidate must be a Professional Engineer or be qualified and prepared to become a licensed Professional Engineer. This position is subject to final budgetary approval. Interested applicants should submit curriculum vitae, a statement of their specific teaching and research interests, and the names and addresses of three referees to: Dr. J.G. Lockie, Chair, Dean, Faculty of Engineering, Lakehead University, Thunder Bay, Ontario, Canada, P7B 5E1. In accordance with Canadian Immigration regulations, this advertisement is directed to Canadian citizens and permanent residents. Lakehead University is committed to employment equity and encourages applications from women, members of visible minorities, Aboriginal people, and persons with disabilities.

LAKEHEAD UNIVERSITY — The Department of Electrical Engineering at Lakehead University invites applications for a probationary (tenure track) position, at the rank of Assistant Professor, from electrical engineering with a PhD in electrical engineering, or a related field, with a minimum of three years of postgraduate experience in networks and fibre optics communications. The successful candidate will be expected to (1) teach electrical engineering courses at the undergraduate level, (2) develop a significant research program and attract research grants, (3) be dedicated to engineering education in the Department. The successful candidate must be, or be qualified and prepared to become, a licensed Professional Engineer. This position is subject to final budgetary approval. Interested applicants should submit a curriculum vitae, and the names, addresses and phone numbers of three referees to: Dr. J.G. Lockie, Chair, Dean, Faculty of Engineering, Lakehead University, 955 Oliver Road, Thunder Bay, Ontario, P7B 5E1. In accordance with Canadian Immigration regulations, this advertisement is directed to Canadian citizens and permanent residents. Lakehead University is committed to employment equity and encourages applications from women, members of visible minorities, Aboriginal people, and persons with disabilities.

UNIVERSITY OF BRITISH COLUMBIA — Department of Civil Engineering. Applicants are invited for a tenure-track position at the Assistant/Associate Professor level in the field of Geotechnical Engineering with an emphasis on in-situ and laboratory testing of soils. The successful candidate will be expected to be active in graduate teaching, research and interaction with the profession, and to teach related undergraduate courses. Qualifications should include a PhD in civil engineering and several years of relevant research and/or industrial experience and the successful candidate is expected to have or seek professional registration with the Association of Professional Engineers and Geoscientists of British Columbia. The successful candidate is expected to have expertise in site characterization and testing methods to assess the mechanical and geo-mechanical properties of soils, and in the interpretation of laboratory and field data, with preference given to candidates who have a strong background in the measurement and interpretation of field data. In support of the position, the Department has a wide range of laboratory and field testing facilities. The deadline for applications is March 14, 1997, with the appointment to be made effective July 1, 1997, or as soon as possible thereafter. The position is sub-

Memorial University of Newfoundland

DIRECTOR BOTANICAL GARDEN

Memorial University of Newfoundland and M.U.N. Botanical Garden, Inc. invite applications and nominations for the position of Director of the Botanical Garden. The appointment, subject to budgetary approval, to be effective no later than April 1, 1997, is for a term of five years.

Memorial University Botanical Garden, on Mount Sciro Road, St. John's, opened to the public in July, 1977. Since that time the Garden has been developed as an area where native Newfoundland and Labrador plants can be seen in as near a natural habitat as possible. The main objectives for the Garden are to provide an area for research in horticulture using native plants, ecology and related areas of biology; to stimulate public interest and enjoyment of the Newfoundland flora, fauna, and environment; and to provide opportunities for biological, ecological and horticultural education for the university, general public, school children, and other organized groups.

Candidates should have a Ph.D. or equivalent, appropriate botanical expertise, strong research background, management experience and teaching experience. Knowledge of the operations of a botanical garden, an understanding of the process of commercialization of plant varieties and experience in working with business and government agencies would be an asset. Good interpersonal skills are necessary for directing staff, working with volunteer groups, the general public, university faculty and students.

The Director's responsibilities for overseeing operations, development and research in the Memorial University Botanical Garden will include public education and displays, collection development, and the development of research within the Garden. The Director will develop his/her own research program at the Garden site, possess a high profile in horticulture or related areas and be eligible to attract research funding. The successful candidate should have a strong commitment to education and be eligible for appointment within the Faculty of Science, with some university teaching in the appropriate area of expertise.

Applications and nominations will be treated in confidence. An application, including a resume and the names of three referees, should be submitted by February 7, 1997 to:

Chair, Search Committee for Director of M.U.N. Botanical Garden
M.U.N. Botanical Garden, Inc.
Memorial University of Newfoundland
St. John's, Newfoundland
A1C 557
Fax: (709) 737-8596

In accordance with Canadian immigration requirements, first preference will be given to Canadian citizens and permanent residents. Memorial University is committed to the principles of employment equity and welcomes applications from all qualified candidates.



Simon Fraser University First Nations Studies

Applications are being accepted for a tenure-track position in First Nations Studies starting September 1, 1997. Appointment will be made at the assistant professor rank. First Nations Studies is an interdisciplinary program, a joint appointment will be made between this program and an academic department suited to the background of the successful candidate. Candidates must hold or expect a Ph. D. or demonstrate equivalent background and experience in First Nations studies or a related discipline by the time of appointment. A prospective appointee should show strong promise as a researcher, with expertise in one or more areas of interest within First Nations studies, and be prepared to become active in the development of a new First Nations studies program on SFU's main campus. Acquaintance with First Nations in B.C. community-based teaching, and/or program development are desirable assets. Teaching duties will include courses in First Nations studies and related disciplines, according to the background of the appointee. Send a letter of application, curriculum vitae, the names of three referees, and sample publications (by February 28, 1997) to: Dr. T. Perry, Associate Dean, Faculty of Arts, Simon Fraser University, Burnaby, B.C. V5A 1S6, Canada [phone: (604) 291-3913, FAX: (604) 291-3933, e-mail: perry@sfu.ca]. In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. SFU is committed to the principle of employment equity and offers equal employment opportunities to qualified applicants. SFU is actively seeking applications from persons of First Nations origin for this position.

ASSISTANT PROFESSOR POSITION

The University of Calgary, Departments of Archaeology, Geography and Anthropology invite applications for a four-year "Contingent Term" Specific Term position, with possible conversion to tenure stream, at the rank of Assistant Professor in human ecology of the neotropics. The applicant must have an active field research program in the topics of lower Central America, northern South America, or the Amazon Basin, and a good record of publication. The successful candidate will be expected to teach the human ecology of the neotropics, archaeology and ethnology of lower Central and lowland South America, and regional geography of Central and South America.

The duties include undergraduate and graduate teaching and supervision, research (including the creation of field research opportunities for graduate students), and active participation in the University's interdisciplinary program of Latin American Studies.

In accordance with Canadian immigration requirements, priority will be given to Canadian citizens and permanent residents of Canada. The University of Calgary is committed to Employment Equity.

The closing date for applications is February 1, 1997. Applicants should send a letter of application, curriculum vitae, and the names of three referees, to:

Dr. Scott Raymond, Head
Department of Archaeology
The University of Calgary
2500 University Drive N.W.
Calgary, Alberta, Canada T2N 1N4



www.ucalgary.ca

ANNONCES CLASSÉES

ject to final budgetary approval. In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents of Canada. Please submit an application, including a curriculum vitae and the names of three referees, to: Dr. M. Isaacson, Professor and Head, Department of Civil Engineering, University of British Columbia, 2324 Main Mall, Vancouver, B.C. Canada V6T 1Z4. The University of British Columbia welcomes all qualified applicants, especially women, aboriginal people, visible minorities, and persons with disabilities.

MCILL UNIVERSITY — The Department of Mechanical Engineering, McGill University, invites applications for two tenure-track positions in the general area of Thermofluids, to begin in August 1997. We are seeking outstanding candidates for appointment to the Assistant Professor level, however, applicants interested in a position at the rank of Associate Professor will also be considered. Excellent teaching ability, a serious commitment to the teaching of undergraduate and graduate courses, and the potential to develop a vigorous, funded research program are essential. Currently, the Department has strong research activities and facilities and a dynamic, combustion, computational fluid dynamics, fluid-structure interactions, and heat transfer. The successful candidate will be expected to submit a letter of intent, curriculum vitae, and information in their response: a detailed resume; a clear and concise statement (maximum 2 pages) of teaching and research interests and objectives; and the following: (a) e-mail coordinates and telephone number of at least four professional references. All application materials should be submitted to: Professor J. J. Freese, Chair, Department of Mechanical Engineering, McGill University, 817 Sherbrooke St. W., Montreal, Quebec H3A 2K6, Canada. The closing date for receipt of applications is February 28, 1997. In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents of Canada. McGill University is committed to equity in employment.

UNIVERSITY OF BRITISH COLUMBIA — Department of Civil Engineering. Applications are invited for a tenure-track position at the Assistant Associate Professor level in Civil Engineering. The successful candidate will be expected to have an interest in applying the expertise to the design, construction and rehabilitation of civil engineering infrastructure. The successful candidate will be expected to be able to teach undergraduate courses in materials, structures and construction, and will develop a graduate course on the rehabilitation of civil engineering infrastructure. Qualifications should include a PhD in civil engineering or a related discipline, and relevant industrial experience would be an asset. The successful candidate is expected to have or seek professional registration with the Association of Professional Engineers and Geoscientists of British Columbia. The deadline for applications is March 14, 1997, or as soon as possible thereafter. The position is subject to final budgetary approval. In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents of Canada. Please submit an application, including a curriculum vitae and the names of three referees, to: Dr. M. Isaacson, Professor and Head, Department of Civil Engineering, University of British Columbia, 2324 Main Mall, Vancouver, B.C. Canada V6T 1Z4. The University of British Columbia welcomes all qualified applicants, especially women, aboriginal people, visible minorities, and persons with disabilities.

UNIVERSITY OF ALBERTA — Applications are invited for a tenure-track position at the Assistant Professor level. The position will be

available July 1, 1997 with an annual salary in the \$48,000 to \$56,000 range. Candidates must either hold a PhD in Chemical Engineering or related field or expect to receive one before July 1, 1997. We are interested in high-quality candidates in any area of chemical engineering, but our current emphasis is in polymer engineering and process control. The successful candidate will be expected to establish a viable and productive research program in polymer engineering and process control. If suitable Canadian citizens and permanent residents cannot be found, other individuals will be considered. A resume, the names of three referees, and a statement of current research interests and plans for future research should be sent to: Dr. S.E. Wartke, Chair, Department of Chemical Engineering, University of Alberta, Edmonton, Alberta, Canada T6G 2G6. Applications are requested prior to February 28, 1997. The University of Alberta is committed to the principle of equity in employment. We are an employer we welcome diversity in the workplace and encourage applications from all qualified women and men, including Aboriginal people, persons with disabilities, and members of visible minorities.

THE UNIVERSITY OF WATERLOO — The Department of Electrical & Computer Engineering at the University of Waterloo invites applications for the following in tenure-track faculty positions in the Department of Electrical & Computer Engineering. The successful candidate will be expected to have a PhD in Electrical Engineering, a strong research record in areas such as: (a) integrated circuits and systems; (b) microprocessors and systems; (c) VLSI technologies (process modeling) for RF and analog systems and components; (d) RF technologies for Wireless Communications Systems with research interests and record in one or more of the following: microwave integrated circuits; integrated design of RF and digital systems; (e) antennas and systems; (f) microwave and antenna theory; (g) Automated Design of Digital Systems with research interests and record in areas such as: synthesis and verification; design for testability; hardware/software co-design; (h) Software Management with research interests and record in, but not limited to: reverse engineering, program understanding, reengineering and reuse; (i) Power Electronics and Systems with research interests and record in one or more of the following: power device power quality; Biactive AC transmission systems (FACTS); transportation system; (j) Digital Communications with research interests and record in areas such as: spread spectrum; wireless/wireless networks; mobile communications. For more information please visit the website: <http://www.ece.uwaterloo.ca>. The level of appointment and salary will be commensurate with the qualifications of the candidate. The candidate must have an earned doctoral degree and a strong commitment to research and teaching. It is the intention of the University of Waterloo to fill its vacancies with recent PhD holders. Applications with complete curriculum vitae and names of at least three referees should be sent to: Professor A.J. Heunis, Coordinator, Faculty Search Committee, Department of Electrical and Computer Engineering, University of Waterloo, Waterloo, Ontario, Canada N2L 3G1. In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents of Canada. The University of Waterloo encourages applications from qualified women and men, including Aboriginal people, persons with disabilities, and members of visible minorities.

UNIVERSITY OF WATERLOO — The Department of Electrical and Computer Engineering at the University of Waterloo is seeking outstanding candidates for two faculty positions in the area of wireless communications. The successful candidate will be expected to have a PhD in Electrical Engineering, a strong research record in areas such as: (a) integrated circuits and systems; (b) microprocessors and systems; (c) VLSI technologies (process modeling) for RF and analog systems and components; (d) RF technologies for Wireless Communications Systems with research interests and record in one or more of the following: microwave integrated circuits; integrated design of RF and digital systems; (e) antennas and systems; (f) microwave and antenna theory; (g) Automated Design of Digital Systems with research interests and record in areas such as: synthesis and verification; design for testability; hardware/software co-design; (h) Software Management with research interests and record in, but not limited to: reverse engineering, program understanding, reengineering and reuse; (i) Power Electronics and Systems with research interests and record in one or more of the following: power device power quality; Biactive AC transmission systems (FACTS); transportation system; (j) Digital Communications with research interests and record in areas such as: spread spectrum; wireless/wireless networks; mobile communications. For more information please visit the website: <http://www.ece.uwaterloo.ca>. The level of appointment and salary will be commensurate with the qualifications of the candidate. The candidate must have an earned doctoral degree and a strong commitment to research and teaching. It is the intention of the University of Waterloo to fill its vacancies with recent PhD holders. Applications with complete curriculum vitae and names of at least three referees should be sent to: Professor A.J. Heunis, Coordinator, Faculty Search Committee, Department of Electrical and Computer Engineering, University of Waterloo, Waterloo, Ontario, Canada N2L 3G1. In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents of Canada. The University of Waterloo encourages applications from qualified women and men, including Aboriginal people, persons with disabilities, and members of visible minorities.

wireless communications. The goal is to train highly qualified personnel in the field of wireless communications. The University of Waterloo Communications Canada partnership will strive toward the establishment of a world class research facility in wireless communications. As an industrial leader in wireless communications, the University of Waterloo has the capacity to enrich the research and graduate education of students and faculty. The University of Waterloo is seeking a tenure-track faculty position in the area of wireless communications. The successful candidate will be expected to have a PhD in Electrical Engineering, a strong research record in areas such as: (a) integrated circuits and systems; (b) microprocessors and systems; (c) VLSI technologies (process modeling) for RF and analog systems and components; (d) RF technologies for Wireless Communications Systems with research interests and record in one or more of the following: microwave integrated circuits; integrated design of RF and digital systems; (e) antennas and systems; (f) microwave and antenna theory; (g) Automated Design of Digital Systems with research interests and record in areas such as: synthesis and verification; design for testability; hardware/software co-design; (h) Software Management with research interests and record in, but not limited to: reverse engineering, program understanding, reengineering and reuse; (i) Power Electronics and Systems with research interests and record in one or more of the following: power device power quality; Biactive AC transmission systems (FACTS); transportation system; (j) Digital Communications with research interests and record in areas such as: spread spectrum; wireless/wireless networks; mobile communications. For more information please visit the website: <http://www.ece.uwaterloo.ca>. The level of appointment and salary will be commensurate with the qualifications of the candidate. The candidate must have an earned doctoral degree and a strong commitment to research and teaching. It is the intention of the University of Waterloo to fill its vacancies with recent PhD holders. Applications with complete curriculum vitae and names of at least three referees should be sent to: Professor A.J. Heunis, Coordinator, Faculty Search Committee, Department of Electrical and Computer Engineering, University of Waterloo, Waterloo, Ontario, Canada N2L 3G1. In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents of Canada. The University of Waterloo encourages applications from qualified women and men, including Aboriginal people, persons with disabilities, and members of visible minorities.

ENGLISH

CONCORDIA UNIVERSITY — Department of English invites applications for a tenure-track position in Creative Writing at the Assistant Professor level beginning August 1, 1997. This position is subject to budgetary approval. The successful candidate will be expected to have an M.A. in English or a related field, a strong research record in areas such as: (a) integrated circuits and systems; (b) microprocessors and systems; (c) VLSI technologies (process modeling) for RF and analog systems and components; (d) RF technologies for Wireless Communications Systems with research interests and record in one or more of the following: microwave integrated circuits; integrated design of RF and digital systems; (e) antennas and systems; (f) microwave and antenna theory; (g) Automated Design of Digital Systems with research interests and record in areas such as: synthesis and verification; design for testability; hardware/software co-design; (h) Software Management with research interests and record in, but not limited to: reverse engineering, program understanding, reengineering and reuse; (i) Power Electronics and Systems with research interests and record in one or more of the following: power device power quality; Biactive AC transmission systems (FACTS); transportation system; (j) Digital Communications with research interests and record in areas such as: spread spectrum; wireless/wireless networks; mobile communications. For more information please visit the website: <http://www.ece.uwaterloo.ca>. The level of appointment and salary will be commensurate with the qualifications of the candidate. The candidate must have an earned doctoral degree and a strong commitment to research and teaching. It is the intention of the University of Waterloo to fill its vacancies with recent PhD holders. Applications with complete curriculum vitae and names of at least three referees should be sent to: Professor A.J. Heunis, Coordinator, Faculty Search Committee, Department of Electrical and Computer Engineering, University of Waterloo, Waterloo, Ontario, Canada N2L 3G1. In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents of Canada. The University of Waterloo encourages applications from qualified women and men, including Aboriginal people, persons with disabilities, and members of visible minorities.

and interest in, and experience with, theatre productions and Elizabethan and seventeenth-century theatrical conventions, and be prepared to teach a course focused on these areas. The second position is in the area of Modern Drama. The candidate will be expected to teach an undergraduate course in drama and to supervise graduate students in Modern Drama in English and in translation. An interest in non-dramatic literature in English and in translation, or a strong interest in the study of conventions and production, and the ability to offer a course in either of these areas, would be desirable. A PhD is required for both positions. Each applicant is asked to submit a curriculum vitae, samples of scholarly work, evidence of teaching effectiveness, teaching portfolio prepared in the last three years, and three letters of reference sent to: Professor Fernie Burke, Chair, Department of English, St. Thomas University, Fredericton, N.B. E3B 5G4, New Brunswick, Canada, 1997 or when position is filled in accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents of Canada. The University of Waterloo encourages applications from qualified women and men, including Aboriginal people, persons with disabilities, and members of visible minorities.

THE UNIVERSITY OF LETHBRIDGE — Faculty of Arts and Science, Department of English. Three Assistant Professors, one or two may be probationary (tenure-track) beginning July 1, 1997, subject to budgetary approval; the other(s) will be ten-month term(s) beginning August 1, 1997. PhD or an equal degree in English, with teaching experience. We seek candidates for the tenure-track positions in the following areas: (a) integrated circuits and systems; (b) microprocessors and systems; (c) VLSI technologies (process modeling) for RF and analog systems and components; (d) RF technologies for Wireless Communications Systems with research interests and record in one or more of the following: microwave integrated circuits; integrated design of RF and digital systems; (e) antennas and systems; (f) microwave and antenna theory; (g) Automated Design of Digital Systems with research interests and record in areas such as: synthesis and verification; design for testability; hardware/software co-design; (h) Software Management with research interests and record in, but not limited to: reverse engineering, program understanding, reengineering and reuse; (i) Power Electronics and Systems with research interests and record in one or more of the following: power device power quality; Biactive AC transmission systems (FACTS); transportation system; (j) Digital Communications with research interests and record in areas such as: spread spectrum; wireless/wireless networks; mobile communications. For more information please visit the website: <http://www.ece.uwaterloo.ca>. The level of appointment and salary will be commensurate with the qualifications of the candidate. The candidate must have an earned doctoral degree and a strong commitment to research and teaching. It is the intention of the University of Waterloo to fill its vacancies with recent PhD holders. Applications with complete curriculum vitae and names of at least three referees should be sent to: Professor A.J. Heunis, Coordinator, Faculty Search Committee, Department of Electrical and Computer Engineering, University of Waterloo, Waterloo, Ontario, Canada N2L 3G1. In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents of Canada. The University of Waterloo encourages applications from qualified women and men, including Aboriginal people, persons with disabilities, and members of visible minorities.

UNIVERSITY OF LETHBRIDGE — Faculty of Arts and Science, Department of English. Three Assistant Professors, one or two may be probationary (tenure-track) beginning July 1, 1997, subject to budgetary approval; the other(s) will be ten-month term(s) beginning August 1, 1997. PhD or an equal degree in English, with teaching experience. We seek candidates for the tenure-track positions in the following areas: (a) integrated circuits and systems; (b) microprocessors and systems; (c) VLSI technologies (process modeling) for RF and analog systems and components; (d) RF technologies for Wireless Communications Systems with research interests and record in one or more of the following: microwave integrated circuits; integrated design of RF and digital systems; (e) antennas and systems; (f) microwave and antenna theory; (g) Automated Design of Digital Systems with research interests and record in areas such as: synthesis and verification; design for testability; hardware/software co-design; (h) Software Management with research interests and record in, but not limited to: reverse engineering, program understanding, reengineering and reuse; (i) Power Electronics and Systems with research interests and record in one or more of the following: power device power quality; Biactive AC transmission systems (FACTS); transportation system; (j) Digital Communications with research interests and record in areas such as: spread spectrum; wireless/wireless networks; mobile communications. For more information please visit the website: <http://www.ece.uwaterloo.ca>. The level of appointment and salary will be commensurate with the qualifications of the candidate. The candidate must have an earned doctoral degree and a strong commitment to research and teaching. It is the intention of the University of Waterloo to fill its vacancies with recent PhD holders. Applications with complete curriculum vitae and names of at least three referees should be sent to: Professor A.J. Heunis, Coordinator, Faculty Search Committee, Department of Electrical and Computer Engineering, University of Waterloo, Waterloo, Ontario, Canada N2L 3G1. In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents of Canada. The University of Waterloo encourages applications from qualified women and men, including Aboriginal people, persons with disabilities, and members of visible minorities.

CAMPION COLLEGE — Department of English. Campion College, a liberal arts college in Leamington, Ontario, is seeking applications for a full-time tenure-track position in English at the Assistant Professor level, effective July 1997 and subject to budgetary approval. The position is for a generalist who has expertise in any field in English literature. Duties consist of undergraduate teaching, with immediate or eventual graduate teaching, and research. The successful candidate should have a PhD and relevant teaching experience. A strong research record in areas such as: (a) integrated circuits and systems; (b) microprocessors and systems; (c) VLSI technologies (process modeling) for RF and analog systems and components; (d) RF technologies for Wireless Communications Systems with research interests and record in one or more of the following: microwave integrated circuits; integrated design of RF and digital systems; (e) antennas and systems; (f) microwave and antenna theory; (g) Automated Design of Digital Systems with research interests and record in areas such as: synthesis and verification; design for testability; hardware/software co-design; (h) Software Management with research interests and record in, but not limited to: reverse engineering, program understanding, reengineering and reuse; (i) Power Electronics and Systems with research interests and record in one or more of the following: power device power quality; Biactive AC transmission systems (FACTS); transportation system; (j) Digital Communications with research interests and record in areas such as: spread spectrum; wireless/wireless networks; mobile communications. For more information please visit the website: <http://www.ece.uwaterloo.ca>. The level of appointment and salary will be commensurate with the qualifications of the candidate. The candidate must have an earned doctoral degree and a strong commitment to research and teaching. It is the intention of the University of Waterloo to fill its vacancies with recent PhD holders. Applications with complete curriculum vitae and names of at least three referees should be sent to: Professor A.J. Heunis, Coordinator, Faculty Search Committee, Department of Electrical and Computer Engineering, University of Waterloo, Waterloo, Ontario, Canada N2L 3G1. In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents of Canada. The University of Waterloo encourages applications from qualified women and men, including Aboriginal people, persons with disabilities, and members of visible minorities.

ENVIRONMENTAL STUDIES

YORK UNIVERSITY — Faculty of Environmental Studies, Toronto. The University of York invites applications for a full-time tenure-track position in Environmental Studies at the Assistant Professor level, effective July 1997 and subject to budgetary approval. The position is for a generalist who has expertise in any field in English literature. Duties consist of undergraduate teaching, with immediate or eventual graduate teaching, and research. The successful candidate should have a PhD and relevant teaching experience. A strong research record in areas such as: (a) integrated circuits and systems; (b) microprocessors and systems; (c) VLSI technologies (process modeling) for RF and analog systems and components; (d) RF technologies for Wireless Communications Systems with research interests and record in one or more of the following: microwave integrated circuits; integrated design of RF and digital systems; (e) antennas and systems; (f) microwave and antenna theory; (g) Automated Design of Digital Systems with research interests and record in areas such as: synthesis and verification; design for testability; hardware/software co-design; (h) Software Management with research interests and record in, but not limited to: reverse engineering, program understanding, reengineering and reuse; (i) Power Electronics and Systems with research interests and record in one or more of the following: power device power quality; Biactive AC transmission systems (FACTS); transportation system; (j) Digital Communications with research interests and record in areas such as: spread spectrum; wireless/wireless networks; mobile communications. For more information please visit the website: <http://www.ece.uwaterloo.ca>. The level of appointment and salary will be commensurate with the qualifications of the candidate. The candidate must have an earned doctoral degree and a strong commitment to research and teaching. It is the intention of the University of Waterloo to fill its vacancies with recent PhD holders. Applications with complete curriculum vitae and names of at least three referees should be sent to: Professor A.J. Heunis, Coordinator, Faculty Search Committee, Department of Electrical and Computer Engineering, University of Waterloo, Waterloo, Ontario, Canada N2L 3G1. In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents of Canada. The University of Waterloo encourages applications from qualified women and men, including Aboriginal people, persons with disabilities, and members of visible minorities.

Department of Psychology University of Toronto

Assistant Professor Biological Aspects of Human Personality/Abnormal Behaviour

The Department of Psychology at the University of Toronto (St. George Campus) invites applications for a tenure-track position, subject to budgetary approval, at the rank of Assistant Professor, beginning July 1997. In the area of biological aspects of human personality/abnormal behavior. The candidate must have a PhD in the relevant area, or be near completion, and have a strong research record. Responsibilities include teaching at graduate and undergraduate levels, supervising student research, and developing a sustained programme of research. Salary will be commensurate with qualifications and experience.

A curriculum vitae, statement of research and teaching interests, and three letters of recommendation should be sent to:

Professor Peter Herman
Department of Psychology
University of Toronto
100 St. George Street
Toronto, Ontario
Canada M5S 3G3

Application deadline is February 28, 1997.

In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents of Canada. The University of Toronto encourages applications from qualified women and men, including Aboriginal people, persons with disabilities, and members of visible minorities.

ing and advising students at the undergraduate and graduate levels in a highly individualized program; commitment to interdisciplinary education and research; and to collegial collaboration; and, exploit commitment to explore the relationships underlying nature and society in their research and teaching. Applicants should hold a PhD degree in a relevant field or have equivalent academic or professional experience. The successful applicant is expected to teach and advise students in phy methods, and applications, have a strong or promising scholarly record, have proven ability in linking action and theory and with developing interdisciplinary approaches to environmental issues. A firm background in social theory will be considered an advantage. The candidate should have excellent knowledge in several areas related to research and practice in environmental policy and conservation, and should have demonstrated competence to teach such courses as: Environmental Policy, Environmental Thought, Environment and Development, and Biological Conservation. Applicants should submit a letter discussing their qualifications, research agenda and teaching interests, their CV, the names, addresses (including e-mail) and telephone numbers of at least three referees, and a sample of their work to: Chair, Search Committee, Faculty of Environmental Studies, York University, North York, Ontario, Canada M3J 1P3 (FAX: (416) 736-5679; mail: hvator@yorku.ca). The deadline for receipt of applications is February 14, 1997. Information about the Faculty of Environmental Studies can be found at <http://www.yorku.ca/facultyenv>. York University is implementing a policy of employment equity. The University of Waterloo encourages applications from qualified people of colour, aboriginal/First Nations people, and persons with disabilities. In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents of Canada. The University of Waterloo encourages applications from qualified women and men, including Aboriginal people, persons with disabilities, and members of visible minorities.

FOREST SCIENCES

UNIVERSITY OF BRITISH COLUMBIA — Forest Sciences Department, Research Associate. Forest Ecologist. A two-year, tenure-track, funded position (starting date March 1, 1997) with a monthly salary in the range between \$3,000 to \$3,500. The applicant will be responsible (1) for evaluating and analyzing data obtained for the studies of (a) disturbance, (b) forest productivity studies, and (c) plant diversity, and (2) reporting the results of the research work to the scientific community. Key responsibilities will include the research work as outlined above and providing guidance and supervision to graduate and postgraduate students. Qualification required:

PhD in Forest Ecology, Silviculture, or related field, with a strong research record in areas such as: (a) integrated circuits and systems; (b) microprocessors and systems; (c) VLSI technologies (process modeling) for RF and analog systems and components; (d) RF technologies for Wireless Communications Systems with research interests and record in one or more of the following: microwave integrated circuits; integrated design of RF and digital systems; (e) antennas and systems; (f) microwave and antenna theory; (g) Automated Design of Digital Systems with research interests and record in areas such as: synthesis and verification; design for testability; hardware/software co-design; (h) Software Management with research interests and record in, but not limited to: reverse engineering, program understanding, reengineering and reuse; (i) Power Electronics and Systems with research interests and record in one or more of the following: power device power quality; Biactive AC transmission systems (FACTS); transportation system; (j) Digital Communications with research interests and record in areas such as: spread spectrum; wireless/wireless networks; mobile communications. For more information please visit the website: <http://www.ece.uwaterloo.ca>. The level of appointment and salary will be commensurate with the qualifications of the candidate. The candidate must have an earned doctoral degree and a strong commitment to research and teaching. It is the intention of the University of Waterloo to fill its vacancies with recent PhD holders. Applications with complete curriculum vitae and names of at least three referees should be sent to: Professor A.J. Heunis, Coordinator, Faculty Search Committee, Department of Electrical and Computer Engineering, University of Waterloo, Waterloo, Ontario, Canada N2L 3G1. In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents of Canada. The University of Waterloo encourages applications from qualified women and men, including Aboriginal people, persons with disabilities, and members of visible minorities.



Technical University of Nova Scotia

DEAN FACULTY OF ARCHITECTURE

The Technical University of Nova Scotia invites applications and nominations for Dean of the Faculty of Architecture.

The Faculty includes the School of Architecture and the Department of Urban and Rural Planning. It has 17 full-time faculty, 100 undergraduate students, and 150 graduate students. The Architecture program emphasizes the synthesis of humanities and technology in the design of buildings and urban spaces. The graduate Planning program addresses the integration of urban and rural planning. Co-operative work experience, national and international, is a vital part of both professional programs. The Faculty also offers post-professional programs in Architecture and Environmental Design Studies.

On April 1, 1997, the Technical University of Nova Scotia will become a college within Dalhousie University, a multidisciplinary university with 700 faculty and 11,000 students. This amalgamation presents substantial opportunities for the Faculty's further growth and advancement.

Desired qualifications for candidates are a post-professional degree in architecture, credentials for appointment at the rank of full professor with tenure, and eligibility for professional registration. The candidate should demonstrate design excellence, distinguished academic leadership, and significant administrative and communication abilities. Experience in planning would also be an asset. The Dean also serves as Director of the School of Architecture, and is expected to join his/her colleagues as an active teacher and researcher/practitioner.

Please send a letter of application or nomination, including a curriculum vitae and names and addresses of three referees, to:

Foster MacKenzie, Chair
Architecture Dean Search Committee
Technical University of Nova Scotia
P.O. Box 1000
Halifax, Nova Scotia
Canada B3J 2X4

Applications will be reviewed until the position is filled. The preferred starting date is July 1, 1997. Additional information about the Faculty of Architecture is available on its web site (<http://www.tuns.ca/architecture>).

In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents of Canada. TUNS is committed to the principles of employment equity and encourages applications from all qualified persons, including women, aboriginal people, people with disabilities and visible minorities.

The University College of the Cariboo
Invites Applications for the Following Two Positions
(Placements Dependent on Budgetary Approval)

INSTRUCTOR PSYCHOLOGY

Competition #96-100

The successful candidate must be able to teach upper level courses in Clinical Psychology and Personality Theory as well as being able to teach Introductory Psychology.

Qualifications: Ph.D. in Psychology and experience in post secondary teaching.

INSTRUCTOR PSYCHOLOGY

Competition #96-101

The successful candidate will teach Introductory Psychology and lower level courses in Developmental Psychology and/or Social/Personality or History of Psychology.

Qualifications: M.A. (minimum) and experience in post secondary teaching.

Commencement Date (Both Competitions): August 1, 1997
Closing Date for Applications (Both Competitions): February 15, 1997

In accordance with Canadian Immigration laws, this is directed to citizens and permanent residents of Canada. The University College of the Cariboo is committed to the principle of employment equity. Please forward current curriculum vitae, including Competition #96-100 or #96-101, with names, addresses and telephone numbers of three (3) referees, along with a copy of graduate transcripts to:

Ms. Irene Bazell
Human Resources Officer
UCC, P.O. Box 3010
Kamloops, B.C.
V2C 5N3



We wish to thank all applicants, however, only those under consideration will be contacted.

CLASSIFIEDS

Edmundton (Nouveau-Brunswick) E3V 3S8
L'Université de Moncton offre des chances d'emploi égales à tous. Les candidatures féminines sont fortement encouragées. Les communications seront limitées aux candidatures retenues pour une entrevue. Le genre masculin est utilisé de façon non discriminatoire. L'embauche de nouveaux professeurs et experts à l'aspiration du service des finances.

FRENCH

THE UNIVERSITY OF LETHBRIDGE — Faculty of Arts and Science, Department of Modern Languages, French. Assistant Professor: probationary (tenure-track) beginning July 1, 1997, subject to budgetary approval. PhD in French required (at or near completion) with a specialization in modern and/or contemporary literature (19th through 20th century). The successful applicant will have native or near-native fluency in French and English and preferably some experience teaching French as a second language at the post-secondary level. Competency in Computer-Assisted Language Learning would be an asset. A strong commitment to and an appropriate record of scholarship and original research are required. The successful applicant will teach undergraduate literature and language courses at all levels from beginner to advanced. This is an excellent career opportunity for a highly motivated, imaginative and enthusiastic individual committed to undergraduate education. In accordance with Canadian Immigration Regulations, this advertisement is directed to Canadian citizens and permanent residents of Canada. The University aspires to hire individuals who have demonstrated potential for excellence in teaching and research. The University is an equal

opportunity employer and offers a non-smoking environment. The current minimum salary for an Assistant Professor is \$37,500 per annum. Applications should include a curriculum vitae, transcripts, a statement of teaching and research interests, and names of at least three referees who are scholars in the field. Arrange for the letter of recommendation to be sent to: Professor John Woods, Acting Chair, Department of Modern Languages, The University of Lethbridge, 4401 University Drive, Lethbridge, Alberta, T1K 3M4, Telephone: (403) 325-2560, Fax: (403) 382-7148, E-mail: Erc@csd.uleth.ca. The closing date for applications is January 31, 1997.

GASTROENTEROLOGY

THE UNIVERSITY OF BRITISH COLUMBIA, Vancouver Hospital and Health Sciences Centre, and the B.C. Transplant Society wish to recruit a hospital-based gastroenterologist/hepatologist to join the Division of Gastroenterology at Vancouver Hospital. UBC is the largest teaching hospital in British Columbia, and the provincial referral centre for liver transplantation and hepatobiliary disease. The individual will spend 50% of his/her time in clinical duties, to include liver transplant clinic, ambulatory GI clinic, and participating in call rotations for liver transplantation as well as general GI. 15% of time will be spent teaching at the University of British Columbia and 35% of time will be allocated to research and administration. The successful candidate will be certified by the Royal College of Physicians and Surgeons of Canada in Internal Medicine and Gastroenterology. There is a requirement for special training and expertise in hepatology and liver transplantation, to include

at least two years of full-time clinical fellowship (or equivalent experience) in a liver transplant program. The appointee will establish an active clinical research program including design and implementation of clinical trials in liver transplant recipients and other groups of patients with chronic liver and gastrointestinal disorders. The administrative duties will relate to the transplant program, including setting up of a consolidated database for liver transplant recipients, quality assurance, outcome analysis, and establishing regional liver transplant follow-up clinics. Formal training in clinical epidemiology and/or experience and publications reflecting expertise in this area would be a major asset. The initial appointment will be at the rank of Assistant Professor (grant tenure track). The compensation package includes a base salary in recognition of the academic and administrative obligations, and participation in an incentive-driven clinical practice plan. This position will begin July 1, 1997. Please submit a letter of application, a CV, a statement of areas of expertise and interests, and the names of three referees no later than March 31, 1997 to: Dr. Urs Steinhilber, Head, Division of Gastroenterology, University of British Columbia and Vancouver Hospital & HSC, 3300 - 950 W. 10th Ave., Vancouver, B.C. V5Z 4E3, tel: (604) 875-5862; fax: (604) 875-5447; E-mail: usteinhilber@ubc.ca. In accordance with Canadian Immigration Regulations, this advertisement is directed to Canadian citizens and permanent residents. UBC welcomes all qualified applicants, especially women, aboriginal people, visible minorities and persons with disabilities.

THE UNIVERSITY OF BRITISH COLUMBIA, Division of Gastroenterology wishes to recruit an academic gastroenterologist with a strong commitment to basic research. This individual will

spend 65% of his or her time engaged in laboratory research; 10% of time will be spent teaching medical undergraduates, graduate students in experimental medicine, and medical residents. 25% of time will be allocated to clinical practice, including participation in the GI on-call rotation and ambulatory clinic. The successful candidate will have completed his or her training in internal medicine and gastroenterology at a major Canadian or US teaching hospital, and will be certified by the Royal College of Physicians and Surgeons of Canada in Internal Medicine and Gastroenterology. The applicant will have spent a minimum of two years engaged in full-time laboratory research training, and will have developed a detailed proposal for establishing an independent research program. The expectation is that the applicant would be able to attract research operating grant support from national and provincial agencies within the first two years of appointment. There are institutional plans to develop research programs in gastrointestinal oncology, transplantation immunology, and inflammatory bowel disease, and applicants whose research is focused in these areas would encounter special opportunities. The initial appointment will be at the rank of Assistant Professor (grant tenure track). The compensation package includes an academic salary and benefits package (and will be commensurate with qualifications and experience), as well as participation in an incentive-driven clinical practice plan. This position will begin January 1, 1998. Please submit a letter of application, a CV, a statement of areas of expertise and interests, and the names of three referees no later than March 31, 1997 to: Dr. Urs Steinhilber, Head, Division of Gastroenterology, University of British Columbia and Vancouver Hospital & HSC, 3300 - 950 W. 10th

Ave., Vancouver, B.C. V5Z 4E3, tel: (604) 875-5862; fax: (604) 875-5447; E-mail: usteinhilber@ubc.ca. In accordance with Canadian Immigration Regulations, this advertisement is directed to Canadian citizens and permanent residents. UBC welcomes all qualified applicants, especially women, aboriginal people, visible minorities and persons with disabilities.

GEOLOGICAL SCIENCE

QUEEN'S UNIVERSITY — The Department of Geological Science at Queen's University, Kingston, Ont., invites applications for a tenure-track appointment in applied geophysics at the rank of assistant professor with pending but salary approval will commence on July 1, 1997. To be considered, applicants must have a PhD in geophysics and must be qualified and committed to register as a Professional Engineer in Canada. The successful candidate will be expected to teach exploration geophysics courses at the undergraduate level (including electromagnetic techniques) and graduate level, and to initiate and develop a vigorous research program. Research interests may be in any field of applied geophysics but candidates with research interests in and/or field experience in mineral exploration will be given preference. Salary will be commensurate with rank and experience. In accordance with Canadian Immigration policy, this advertisement is directed to Canadian citizens and permanent residents of Canada. Queen's University has an employment equity program, welcomes diversity in the workplace and encourages applications from all qualified candidates, including women, aboriginal people, people with disabilities and members of visible minorities. A curriculum vitae, samples of the applicant's research publications, and names of three referees should be sent to: Dr. H.J. Helmstaedt, Department of Geological Sciences, Queen's University, Kingston, Ontario K7L 3N6, by February 14, 1997. Home page: <http://www.queensu.ca>

GERONTOLOGY

ST. THOMAS UNIVERSITY — The Programme in Gerontology at St. Thomas University invites applications for a tenure-track position at the assistant professor level beginning July 1997. St. Thomas University is a small undergraduate, liberal arts university where excellence in undergraduate teaching is an institutional priority. The Gerontology Programme is multidisciplinary in nature, and offers both a Certificate and Major degree programme. The successful candidate will be expected to be a gerontologist with the ability to teach selected core courses in such areas as Sociology of Aging, Aging and Health, and Adult Development, as well as advanced seminars in Gerontology. A PhD is required for the position, as well as a demonstrated strong background in the field of aging. Each applicant is asked to submit a curriculum vitae, samples of scholarly work, evidence of teaching effectiveness (teaching portfolio preferred), and arrange to have three letters of reference sent to: Dr. Gary Kenyon, Director of Gerontology, St. Thomas University, Fredericton, NB E3B 5G3. Closing date: January 31, 1997, when position is filled in accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. St. Thomas University is committed to employment equity, and encourages applications from all qualified women, aboriginal people, people with disabilities, and members of visible minorities.

UNIVERSITY OF VICTORIA — The Department of History at the University of Victoria invites applications for a tenure-track position in Japanese history, from the Tokugawa period to the late twentieth century, a position commencing July 1, 1997. The successful candidate will teach courses at the survey, senior undergraduate, and graduate levels, courses that will include nineteenth and twentieth century Japanese history. The candidate will also be expected to contribute to interdisciplinary studies through cooperation with the University's Pacific and Asian Studies Program and the International Centre for Japanese Studies. Applicants should have a PhD, or degree very near completion and, preferably, teaching experience and publications. In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. Other are encouraged to apply, but they can be considered for appointment only after the Canadian search is completed and only if no Canadian appointment is made. The University of Victoria is an employment equity employer and encourages applications from all qualified women, aboriginal people, people with disabilities, and members of visible minorities. At least three letters of reference should be sent to: Dr. W.T. Woolley, Chair, Department of History, University of Victoria, P.O. Box 1800, Victoria, British Columbia, Canada, V8W 2P6. The closing date for applications is March 1, 1997.

HEAD, TECHNICAL SERVICES HEALTH SCIENCES LIBRARY

DESCRIPTION

This position reports directly to the Associate University Librarian (Health Sciences) and is responsible for the management of the Technical Services Division.

The primary responsibility is to ensure the efficient and effective operation of the Division's cataloguing and serials/acquisitions sections. This includes anticipating and evaluating the technical services needs of the Library. Other responsibilities include: investigation and planning of technological innovations within the division; and major participation in the Library's reference, bibliographic instruction, and collections development programs. The Division contains five FTE support staff.

The Health Sciences Library serves the faculty, staff, and students of Memorial University's Faculty of Medicine, the Schools of Nursing and Pharmacy, and acts as the library for the General Hospital Site of the Health Care Corporation of St. John's. The Library is also mandated to support the knowledge, information, and resource needs of all health care practitioners in the Province of Newfoundland and Labrador.

QUALIFICATIONS

An MLS from an accredited programme accompanied by significant management and supervisory experience is required. A minimum of two years' experience in technical services in an academic environment, preferably in the health sciences, is a prerequisite. Experience in the provision of reference services is essential. Strong interpersonal and communication skills are necessary. Experience with serials management, familiarity with integrated online library systems such as Sirsi UNICORN, and an interest in automated systems in a technical services environment are highly desirable.

BENEFITS

Rank and salary will be based on qualifications and experience. Floor salary for Librarian II is \$32,648. This position carries an administrative stipend of \$2650. Benefits include a minimum of 25 vacation days and eligibility for substantial and professional development leaves. Tenure-track positions include a moving allowance.

PROCEDURE

Deadline for applications is February 7, 1997. Interested persons should forward their resume and the names of three referees to:

**GEORGE BECKETT
ASSOCIATE UNIVERSITY LIBRARIAN (HEALTH SCIENCES)
HEALTH SCIENCES LIBRARY
MEMORIAL UNIVERSITY OF NEWFOUNDLAND
ST. JOHN'S, NEWFOUNDLAND
A1B 3X6**

Memorial University of Newfoundland is committed to employment equity.

In accordance with Canadian Immigration requirements, this advertisement is directed toward Canadian citizens and permanent residents of Canada.

L'Université de Moncton sollicite des candidatures aux postes suivants :

Professeurs et professeurs

Pour enseigner dans les domaines suivants :

(Ces postes, réguliers ou temporaires, seront pourvus sous réserve d'approbation budgétaire.)

Faculté des sciences de l'éducation

Maîtrise en orientation

Vous enseignerez dans les domaines de l'orientation suivants : théorie de la relation d'aide, techniques de counseling d'orientation et communication interpersonnelle. Vous participerez également à des projets de recherche et de développement.

Vous faites preuve d'un bon esprit d'équipe et manifestez de l'intérêt pour l'élaboration de projets de recherche.

Maîtrise en administration scolaire

Vous enseignerez dans les domaines de l'administration scolaire suivants : politiques et réformes éducatives; financement; aspects juridiques; organisation et gestion de l'éducation; relations publiques de l'école. Vous participerez également à des projets de recherche et de développement dans le domaine.

Vous avez un bon esprit d'équipe ainsi qu'une expérience du milieu scolaire, de préférence une expérience reconnue en administration scolaire, et faites preuve d'un engagement d'excellence en matière d'enseignement et de recherche dans ce secteur.

Maîtrise en administration scolaire (poste temporaire)

Vous enseignerez dans les domaines de l'administration scolaire suivants : élaboration du programme d'études, théories de l'administration scolaire, gestion des ressources humaines en éducation, organisation et administration de l'école, et autres. Vous encadrerez des étudiants aux premier et deuxième cycles.

Vous avez un bon esprit d'équipe, une expérience du milieu scolaire, de préférence une expérience reconnue en administration scolaire, et un intérêt pour l'élaboration de projets de recherche, en plus de faire preuve d'un engagement d'excellence en matière d'enseignement et de recherche dans ce domaine.

Didactique du français au primaire

Vous donnez les cours suivants : didactique du français au primaire, lecture, rééducation et enrichissement, et autres.

Didactique des mathématiques au primaire

Vous donnez les cours suivants : didactique des mathématiques au primaire, rééducation et enrichissement, et autres.

À ces deux derniers postes, vous participerez également à des projets de recherche et de développement. Vous devez posséder un doctorat ou être en rédaction de thèse en 1997-1998 (dans ce cas, une lettre de recommandation du directeur ou de la directrice de thèse doit accompagner la demande). La préférence sera accordée aux personnes ayant une formation complémentaire en difficultés d'apprentissage ou en orthopédagogie, ainsi que de l'expérience d'enseignement au primaire, et un intérêt pour l'élaboration de projets de recherche.

À tous les postes mentionnés ci-dessus (excepté en administration scolaire), vous encadrerez des étudiants et des étudiants aux premier et deuxième cycles, notamment dans la direction de thèses et la supervision de stages. **Tous ces postes** requièrent une expérience du milieu scolaire ainsi que la maîtrise de la langue française, tant à l'oral qu'à l'écrit. Vous devez également posséder un doctorat ou être sur le point de l'obtenir; dans ce cas, une lettre de recommandation du directeur ou de la directrice de thèse doit accompagner la demande.

**Doyen : Rodrigue Landry
Pavillon Jeanne-de-Valois
Téléphone : (506) 858-4400
Télécopieur : (506) 858-4317**

École de nutrition et d'études familiales

Nutrition appliquée

Vous enseignerez dans les domaines de la nutrition communautaire et appliquée. De plus, vous serez responsable du programme coopératif en diététique, assurerez la communication avec l'Association des diététistes du Canada et les maîtres de stage, superviserez les étudiants et étudiants en nutrition au programme coopératif et gèrerez les dossiers des étudiants au premier cycle.

Vous possédez un doctorat en nutrition, ou l'équivalent, êtes admissible à l'Association des diététistes du Canada et avez de l'expérience en nutrition appliquée. Les candidatures des personnes possédant une maîtrise en nutrition et une expérience pertinente sont également considérées.

Nutrition et diététisme

Vous enseignerez la nutrition et la diététique aux premier et deuxième cycles.

Vous possédez un doctorat en nutrition et êtes admissible à l'Association des diététistes du Canada. Vous avez, de préférence, une solide expérience en enseignement de la nutrition et en diététique en milieu universitaire.

Ces deux postes requièrent la maîtrise de la langue française, tant à l'oral qu'à l'écrit.

**Directrice : Lita Villalon
Téléphone : (506) 858-4003
Télécopieur : (506) 858-4540**

Faculté des arts

Département de traduction et des langues

Traduction

(2 postes)

Vous enseignerez la traduction vers le français.

Vous devez être titulaire d'une maîtrise en traduction ou dans une discipline connexe; un doctorat serait préférable, mais n'est pas exigé à l'embauche. De plus, vous possédez une expérience pratique dans ce domaine, et avez enseigné la traduction vers le français au niveau universitaire.

Pour l'un de ces postes, une expérience de traduction vers l'anglais est souhaitable, mais non obligatoire. Pour l'autre, vous devez avoir une spécialisation en terminologie ainsi qu'en informatique liée à la traduction.

**Oylen : Zénon Chieson
Téléphone : (506) 858-4018
Télécopieur : (506) 858-4166**

Pour tous les postes, la date d'entrée en fonction est le 1^{er} juillet 1997.

Lors de son embauche, la professeur ou le professeur à temps plein se voit attribuer un des postes universitaires définis dans la convention collective, selon son ancienneté et son expérience, critères sur lesquels le traitement annuel est également établi.

Les personnes intéressées doivent faire parvenir à la personne concernée de la faculté ou de l'école appropriée, un curriculum vitae détaillé accompagné du nom et de l'adresse de trois personnes à titre de référence, avant le 28 février 1997, à l'Université de Moncton, Moncton (Nouveau-Brunswick) E1A 3E9.

UNIVERSITÉ DE MONCTON

Ces concours s'adressent également aux hommes et aux femmes. Conformément aux exigences relatives à l'immigration au Canada, ces postes sont offerts aux citoyens et citoyens canadiens et aux résidents et résidents permanents seulement.

ANNONCES CLASSÉES

ACADIA UNIVERSITY — The Department of History at Acadia University invites applications for the following positions either at the rank of Lecturer or the Assistant Professor level up to Guild Step 4. The tenure-track position is at the rank of Assistant Professor. The position is for the Western European History Program 1910/1920s commencing on or after July 1, 1997 to teach Modern Western European History. The position is for the Western European History Program 1910/1920s to teach Canadian History with an ability to teach American History. These positions will commence on September 1, 1997. All candidates should have a completed PhD by the appointment date. Applicants should submit a letter of application, a curriculum vitae and a statement of interest in the position to be sent to: Dr. Gerry Grier, Chair, Selection Committee, Department of History, Acadia University, Wolfville, NS B0P 1X0, Fax: 902-581-1010, E-Mail: grier@acadia.ns.ca. The closing date for applications is March 1, 1997. In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. Acadia University is an Equal Opportunity Employer. Acadia University reserves the right not to fill these positions or to fill these positions at levels different from the advertised levels or terms.

UNIVERSITY OF TORONTO — Etienne College. Applications are invited for a three-year, contractually-limited appointment in Early Modern European History, beginning January 1, 1997. The appointment will be at the Assistant Professor level. A completed PhD is required, and teaching experience and publications are desirable. Salary commensurate with qualifications and experience. The successful candidate will teach a survey course in European History from 1500 to 1700, a more specialized lecture course, and a half-year advanced seminar. Closing date for applications is February 28, 1997. In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. In accordance with the Employment Equity Policy, the University of Toronto encourages applications from qualified women or men, members of visible minorities, aboriginal peoples and persons with disabilities. Applications and letters of recommendation should be sent to Professor Bruce White, Etienne College, University of Toronto at Mississauga, Mississauga, Ontario L5L 1G5.

THE UNIVERSITY OF LETHBRIDGE — Faculty of Arts and Science, Department of History. Assistant Professor, probationary (tenure-track) beginning July 1, 1997, subject to budgetary approval. PhD required in Ancient History. Candidates are also requested to identify a second teaching field such as medieval, modern European, science/technology/history or intellectual history. In accordance with Canadian Immigration Regulations, this advertisement is directed to Canadian citizens and permanent residents of Canada. The University expects to hire individuals who have demonstrated potential for excellence in teaching, research and scholarship. The University is an equal opportunity employer and offers a non-smoking environment. The current minimum salary for an Assistant Professor is \$32,350.00 per annum. Applicants should send a letter describing interest and qualifications in all areas of teaching competence, and attach a curriculum vitae and transcripts. In addition, applicants should arrange to have three letters of reference sent to: Dr. Christopher Hogwood, Chair, Department of History, The University of Lethbridge, 4401 University Drive, Lethbridge, Alberta, T1K 3M4. Telephone: (403) 329-2541, Fax: (403) 329-5108, E-mail: Hogwood@leth.ca. The closing date for applications is January 31, 1997.



Queen's University at Kingston

Faculty of Education

The Faculty of Education, Queen's University, invites applications for tenure-track positions in the following areas, to be filled over the next two years. The positions, subject to budgetary approval, normally will be at the rank of Assistant Professor, and will begin 1 July 1997 or 1 July 1998.

The positions are in the curriculum areas of:

- Language and Literacy
- Mathematics and Technology
- Science and Technology
- Counselling and Career Guidance
- Cultural Studies
- Cognitive Studies
- Elementary Curriculum
- Social and Environmental Studies

While the applicant may have had specialized experience within a curriculum area at one level of education (i.e. elementary or secondary) it is desirable that she or he have sufficient knowledge to provide leadership in program development at all levels.

Responsibilities include: teaching and curriculum area leadership in the undergraduate, graduate and continuing education programs of the Faculty; conducting research and disseminating findings; supervising pre-service and graduate students; and providing service within the university and educational communities.

Requirements: completed doctorate in Education or related field; research experience with peer-reviewed publications; successful teaching experience and knowledge of the Canadian education system. Experience in schools would be an asset.

In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. Queen's University has an employment equity program, welcomes diversity in the workplace and encourages applications from all qualified candidates, including women, Aboriginal peoples, people with disabilities, and visible minorities.

Appointments are subject to final budgetary approval.

Applicants should forward a letter of application, a curriculum vitae, one sample of recent professional/scholarly work, and the names and addresses of at least three persons to act as referees by 15 March 1997 to: Dean Rena Upitis, Faculty of Education, Queen's University, Kingston, Ontario K7L 3N6, PHONE: (613) 545-6210; FAX: (613) 545-6307.

BROCK UNIVERSITY — The Department of History invites applications for a tenure-track appointment in Russian and/or Asian History. Applicants should hold a PhD or be very close to a PhD and have a strong research background. A brief account of current research, closing date 21 February 1997. In accordance with the Employment Equity Policy, the University of Toronto encourages applications from qualified women and men, members of visible minorities, aboriginal peoples and persons with disabilities.

Queen's Park, Queen's University of Toronto, Toronto, Ontario M5S 1C7. Applicants should enclose a cv, the names and addresses of three referees, copies of recent major publications, and a brief account of current research, closing date 21 February 1997. In accordance with the Employment Equity Policy, the University of Toronto encourages applications from qualified women and men, members of visible minorities, aboriginal peoples and persons with disabilities.

HISTORY/WOMEN'S STUDIES

CARLETON UNIVERSITY — History/Women's Studies. Subject to budgetary approval, the Department of History and the Pauline Jewett Institute of Women's Studies at Carleton University invite applications for a tenure-track position. Completed PhD preferred. From the perspective of the Department of History, the candidate should be a twentieth-century Europeanist with a specialty other than British or Russian history. Candidates should be prepared to teach first and second-year survey courses in European history and have teaching experience in twentieth-century European history, especially the post-1945 period. From the perspective of the Pauline Jewett Institute of Women's Studies, the unit which administers Carleton's combined majors and honours B.A. degrees in Women's Studies, candidates should have a commitment to feminist scholarship and a knowledge of the history and the nature of Women's Studies. The successful candidate will be expected to teach survey offerings as "Introduction to Feminist Theory" offered by the Institute at the third-year level. Preference will be given to candidates with teaching experience in Women's Studies. Both

the Department of History and the Pauline Jewett Institute seek for this cross appointment a scholar who can demonstrate a strong interest in and commitment to teaching at the undergraduate level and a productive research background as a researcher. Applications, including curriculum vitae and the names of three referees, should be sent to: Professor G.F. Goodwin (Chair, Department of History) and Professor Deborah Gosham (Director, Pauline Jewett Institute of Women's Studies), Joint Chairs, Pauline Jewett Institute/Department of History Search Committee, c/o Pauline Jewett Institute of Women's Studies, Carleton University, 1125 Colonel By Drive, Ottawa, Ontario K1S 5B6. Referees will be contacted only in the case of short-listed applicants. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. Carleton University is committed to equality of employment for women, aboriginal peoples, visible minorities, and persons with disabilities. Persons from these groups are encouraged to apply. The deadline for applications is 15 May, 1997.

INDIGENOUS LEARNING

LAKEHEAD UNIVERSITY — The Department of Indigenous Learning at Lakehead University applies to hire individuals with a multidisciplinary background and an understanding of historical and contemporary Aboriginal, Inuit and Métis philosophical, cultural, economic, political and social issues. The successful candidate will be expected to deliver course materials appropriate to all

year levels, a strong teaching and research background in Aboriginal, Inuit and Métis issues, plus an ability to create courses and update existing courses as required. Fluency in a Native language is desirable. Administrative experience is an asset. Consideration will be given to the successful applicant assuming the chair of the Department of Indigenous Learning. For appropriate experience preferred. Salary will be commensurate with experience. Starting date August 1, 1997. The position is subject to final budgetary approval. Interested applicants should submit a curriculum vitae, transcripts, teaching evaluations, samples of published work and the names and addresses of three referees to: David D. Kemp, Associate Dean of Arts and Science, Lakehead University, 555 Oliver Road, Thunder Bay, Ontario, P7B 3S1. Closing date for applications is February 28, 1997, although applications will be accepted until the position is filled. In accordance with Canadian Immigration regulations, this advertisement is directed to Canadian citizens and permanent residents. Lakehead University is committed to employment equity and encourages applications from women, members of visible minorities, aboriginal peoples, and persons with disabilities.

INFECTIOUS DISEASES

UNIVERSITY OF BRITISH COLUMBIA — Department of Medicine, Division of Infectious Diseases. Applications are invited for a full-time, grant-tenure track position in the Division of Infectious Diseases, Department of Medicine, University of British Columbia. We are recruiting a clinician-scientist at the level of Assistant Professor who will establish a vigorous, independent and interactive research program. This position also involves teaching and patient care, but

there will be significant protected time for research. Candidates must be board-certifiable in Infectious Diseases. Preference will be given to individuals with an interest in host defence and microbial pathogenesis including retrovirology. This position will begin on or about July 1, 1997. Salary will be commensurate with qualifications and experience. Please submit a letter of application, a CV, a statement of areas of interest, expertise, and strengths and the names of three referees no later than February 28, 1997 to: Dr. Neil E. Reece, Head, UBC Division of Infectious Diseases, University of British Columbia, Department of Medicine, VHS-5C, 4320, 2373 Heather Street, Vancouver, B.C. V6Z 3V5. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. UBC welcomes all qualified applicants, especially women, aboriginal people, visible minorities and persons with disabilities.

INSTRUCTIONAL TECHNOLOGY

UNIVERSITY OF LETHBRIDGE — Visiting Professor for Professional Development in Instructional Technology. 2 Year Term Position beginning as soon as possible in 1997. Reporting to the Associate Vice-President (Academic), the individual supports professional development of academic staff members in instructional design and the use of technology in support of curriculum objectives. The person will work with academic staff members in workshop settings, in team groups, or on a one-to-one basis helping to develop and implement appropriate technologies in support of instructional programs. The successful candidate will be a strong communicator with excellent interpersonal skills and will be pro-

L'Université de Moncton sollicite des candidatures aux postes suivants :

Professeures et professeurs

Pour enseigner dans les domaines suivants

(Ces postes, réguliers ou temporaires, seront pourvus sous réserve d'approbation budgétaire.)

Faculté des arts

Département de philosophie

Philosophie

Vous enseignerez cette matière au premier cycle, en particulier dans le cadre du baccalauréat en philosophie, effectuerez des activités de recherche et participerez régulièrement aux affaires du département. Les champs de spécialisation souhaités sont les suivants : philosophie ancienne, philosophie médiévale, philosophie contemporaine, philosophie des sciences et philosophie de la communication.

Vous devez être titulaire d'un doctorat dans la discipline et faire état d'une expérience développée votre compétence dans l'enseignement.

Département d'art dramatique

Interprétation

Vous enseignerez l'interprétation, l'improvisation et la voix et donnerez, ultérieurement, un cours théorique. Vous ferez aussi la direction d'acteurs et la mise en scène d'un exercice public d'interprétation.

Vous possédez un diplôme de formation professionnelle d'un établissement reconnu en interprétation jumelé à cinq années d'expérience professionnelle et vous êtes en mesure de mettre en scène. De plus, vous avez une solide expérience de l'enseignement de ces disciplines, de préférence au niveau universitaire. Une expérience dans l'enseignement de la voix est un atout important. Vous maîtrisez le français, tant à l'oral qu'à l'écrit.

Doyen : Zénon Chiasson

Téléphone : (506) 858-4018

Télécoeur : (506) 858-4166

Faculté des sciences sociales

Département de sociologie

Sociologie de la santé

Vous devez être en mesure d'offrir au moins un cours de méthodologie et techniques de recherche, un cours d'introduction à la sociologie ainsi qu'un ou plusieurs des cours suivants : sociologie de la santé, société canadienne, criminologie.

Vous devez posséder un doctorat ou une scolarité de doctorat.

Département de psychologie (4 postes)

Neuropsychologie, psychométrie ou psychologie clinique

Vous remplacerez des professeurs à la retraite ou vous joindrez à l'équipe prévue pour la mise en place du programme de doctorat.

Vous devez posséder un doctorat en psychologie avec spécialisation dans l'un des domaines suivants : neuropsychologie, psychométrie et psychologie clinique, incluant le psychodiagnostic et les techniques d'interview et d'intervention. Un fort potentiel pour la recherche sur les aspects fondamentaux ou appliqués de la psychologie est également essentiel. Les candidats et candidates possédant un doctorat dans un autre domaine de la psychologie pourront être considérés. L'admissibilité au Collège des psychologues du Nouveau Brunswick serait un atout.

École de service social

Responsable des stages

(ne constitue pas un poste en enseignement)

Vous serez à la coordination et à la gestion des stages et du budget qui leur est attribué, à la formation des superviseurs et à tout autre tâche pertinente à vos fonctions, notamment la supervision de stagiaires et la responsabilité d'un séminaire d'intégration lié aux stages.

Vous devez posséder une maîtrise en service social ainsi qu'une expérience de supervision d'au moins cinq ans dans un environnement de travail social, ainsi qu'une connaissance approfondie des différents milieux de pratique du Nouveau Brunswick. Personne organisée et capable de travailler en équipe, vous avez également des compétences en formation et en animation de groupe. La maîtrise du français et une bonne connaissance de l'anglais sont requises.

Doyenne : Isabelle McKee-Allen

Téléphone : (506) 858-4183

Télécoeur : (506) 858-4508

Faculté des sciences

Département de chimie et biochimie

Biochimie

Chimie organique

Vous assurerez des fonctions d'enseignement, de recherche et de service à la collectivité au sein de votre département.

Vous devez être titulaire d'un doctorat, avoir appuyé vos réalisations par des publications dans des revues professionnelles et, de préférence, posséder une expérience postdoctorale en plus d'avoir enseigné au niveau universitaire. Pour le poste en biochimie, les personnes ayant une formation en biotechnologie ou en chimie appliquée sont particulièrement intéressées à poser leur candidature. Pour celui en chimie organique, nous inclurons particulièrement les personnes ayant une formation en chimie bio-organique et des intérêts en biotechnologie appliquée à postuler.

Département de physique (2 postes)

Physique

Vous enseignerez cette matière en français au premier et deuxième cycles ainsi qu'à l'effector de la recherche, principalement sur les propriétés optiques et électroniques des couches minces et de la matière condensée ou la physique et l'instrumentation optique avancée appliquée à l'étude des matériaux.

Vous possédez un doctorat en physique et une solide formation en recherche expérimentale, notamment dans les domaines de recherche précités. Vous avez aussi une aptitude éprouvée pour maintenir un programme de recherche indépendant et obtenir des subventions externes. Les candidatures exceptionnelles touchant tout autre domaine connexe à nos recherches seront considérées.

Veillez joindre à votre curriculum vitae les relevés de notes de vos études universitaires, si possible, ainsi qu'un texte d'au plus deux pages décrivant vos projets de recherche actuels et futurs.

Département de biologie (3 postes)

Microbiologie et physiologie végétale

Vous enseignerez ces matières (et d'autres) et mettrez sur pied un programme de recherche se rattachant à la biotechnologie.

Physiologie humaine ou animale et génétique

Vous enseignerez ces matières au premier cycle.

Ichtyologie, aménagement biologique des zones côtières et limnologie

Vous enseignerez ces matières (et d'autres) au premier cycle.

Ces trois postes exigent un doctorat et la maîtrise du français. Vous devez également faire parvenir avec votre curriculum vitae une lettre d'intention décrivant vos intérêts et vos plans de recherche ainsi que votre philosophie pédagogique.

Département d'informatique (2 postes)

Pour ces deux postes, vous devez posséder un doctorat en informatique, des qualités tangibles en enseignement et une maîtrise adéquate du français écrit et oral. Le poste d'agregé exige également un dossier axé sur la génie logiciel ou les sciences du logiciel ainsi qu'un dossier fort en recherche.

Doyen : Victorin N. Mello

Téléphone : (506) 858-4301

Télécoeur : (506) 858-4541

Courr. electron : mello@bosleil.ci.umoncton.ca

Pour tous les postes, la date d'entrée en fonction est le 1^{er} juillet 1997. Lors de son embauche, la professeure ou le professeur a temps plein se voit attribuer un des rangs universitaires définis dans la convention collective, selon sa formation et son expérience, critères sur lesquels le traitement annuel est également établi.

Les personnes intéressées doivent faire parvenir à la personne nommée de la faculté appropriée, un curriculum vitae détaillé accompagné du nom et de l'adresse postale (et électronique, le cas échéant) de trois personnes citées de référence, avant le 28 février 1997, à l'Université de Moncton, Moncton (Nouveau Brunswick) E1A 3E5.



UNIVERSITÉ DE MONCTON

Ces concours s'adressent également aux hommes et aux femmes. Conformément aux exigences relatives à l'immigration au Canada, ces postes sont offerts aux citoyens et citoyens canadiens et aux résidents et résidents permanents seulement.

CLASSIFIEDS

cent in current technology for the development of instructional materials on the World Wide Web and in CD format. He/she will serve on the Learning Technology Task Force and the Teaching Development Committee at the University of Lethbridge. Qualifications: The successful candidate will have a minimum of a Master's degree or equivalent with an emphasis on curriculum design and technology and will have had successful teaching experience and professional development activities in a university, college or school setting. The University of Lethbridge operates in an open architecture environment, using an ATM based high band width network and sophisticated work on a variety of micro-computer architectures. The University has a wide range of hardware and software relating to communications and digital media. Requirements: The successful candidate should be proficient in Curriculum Design and Instructional Technology, being able to integrate curriculum and relevant technology. The person should be competent in the design of presentations and the use of presentation tools (software and hardware). The individual will work effectively with the staff of Computing Services and Telecommunications. Interpersonal skills and patience are an essential part of the position. It will require interaction on a one-on-

one basis with faculty members and students and in group settings such as in-service workshop. The individual should enjoy assisting people and instructing in an environment prone to frustration and requiring patience. He/she will have the ability to advise faculty regarding program direction and purchase. The candidate should have a strong, broad knowledge of the software and hardware for specific academic purposes and be able to advise on current needs and future use in both IBM and Macintosh formats. In accordance with Canadian Immigration Requirements, this advertisement is directed to Canadian citizens and permanent residents of Canada. The University aspires to hire individuals who have demonstrated excellence in teaching, research and scholarship. The University is an equal opportunity employer and offers a non-smoking environment. The current salary for an Assistant Professor is \$37,800.00 maximum per annum. Applicants should include a curriculum vitae, transcripts, the outlines of some courses taught, teaching evaluations and publication records or preprints. Applicants should include the names, addresses, e-mail, fax and telephone numbers of three referees. Applications and references should be sent to: Dr. Séamus D. Sheehy, Vice-President (Academic), The University of Lethbridge, 4401 University Drive, Lethbridge, Alberta, T1K 3M4. Telephone: (403) 295-2020; Fax: (403) 295-2057; e-mail: OSheehy@uleth.ca. Closing date January 15, 1997 or as soon as possible thereafter. Further information on the department, including faculty and research interests, may be accessed through the Internet: "http://www.uleth.ca."

KINESIOLOGY

LAKEHEAD UNIVERSITY — The School of Kinesiology at Lakehead University invites applications for an eleven month term appointment, (August 1, 1997 to June 30, 1998), at the rank of Lecturer in Aquatic Professor. This appointment could be extended for an additional eleven months. Applicants should have a primary interest in research in a university setting. Subject to budget approval, the successful candidate will be expected to teach courses at the undergraduate and graduate level related to exercise, physical activity or leisure in the candidate's area of expertise. The University of New Brunswick is strongly committed to teaching excellence. Research is expected and encouraged in the candidate's area of expertise. The candidate should have an articulated research program, be willing to collaborate with researchers and professionals in related fields and also able to obtain external funding. Salary: Commensurate with qualifications and experience. Applicants should submit a letter of application, current curriculum vitae, teaching dossier, and four letters of reference by January 15, 1997 to: Dr. Terry R. Haggerty, Director, School of Kinesiology, University of New Brunswick, P.O. Box 4400, Fredericton, NB E3B 5A3. Phone: (506) 453-4376. Fax: (506) 447-3058. E-Mail: Haggerty@UNB.ca. In accordance with Canadian immigration requirements, this advertisement is directed towards Canadian citizens and permanent residents of Canada. The University of New Brunswick is committed to the principle of employment equity.

UNIVERSITY OF WATERLOO — The Department of Kinesiology at the University of Waterloo invites applications for a tenure-track faculty position, at the rank of Assistant Professor, in the field of biomechanics. Candidates should have demonstrated research and teaching ability in one or more of the following areas: rehabilitation engineering, injury prevention and functional anatomy. The candidate must have a strong background in biomechanics with PhD or an M.D. plus research training in a related area. We seek candidates with a commitment to excellence in research and teaching at both the undergraduate and graduate levels. The Department of Kinesiology is an interdisciplinary department with expertise spanning the social to biological study of human movement. The mission of the department is to discover and explain mechanisms and principles of human movement and to apply this knowledge to strategies which optimize the health and physical performance of individuals in the workplace and leisure activities. The department offers B.Sc., M.Sc., and PhD degrees in Kinesiology. The candidate will be expected to contribute both to the core program as well as their particular area of interest through course teaching, undergraduate student project supervision, graduate student supervision and interaction with other faculty members in the department. Further information approval. Interested applicants should submit a curriculum vitae, the names and addresses of three referees, by April 30, 1997, to: Dr. Ron Lepage, Director, School of Kinesiology, Lakehead University, 955 Oliver Road, Thunder Bay, Ontario, P7B 5E1. In accordance with Canadian immigration regulations, this advertisement is directed to Canadian citizens and permanent residents. Lakehead University is committed to employment equity and encourages applications from women, members of visible minorities, Aboriginal peoples, and persons with disabilities. The University of Waterloo encourages applications from all qualified individuals, including women, members of visible minorities, native people and persons with disabilities. This appointment is subject to the availability of funds.

about the department can be found at <http://www.uwaterloo.ca/kinfo/home.html> or by contacting Dr. James S. Frank, Chair, Department of Kinesiology, University of Waterloo, Waterloo, Ontario, Canada, N2L 3G1 or by Fax: 519-746-6776 or Email: frank@uwaterloo.ca. The closing date for applications is January 15, 1997 and the expected start date for the appointment is July 1, 1997 or earlier. In accordance with Canadian immigration requirements, priority consideration will be given to Canadian citizens and permanent residents. The University of Waterloo encourages applications from all qualified individuals, including women, members of visible minorities, native people and persons with disabilities. This appointment is subject to the availability of funds.

MANAGEMENT

McGILL UNIVERSITY — Faculty of Management — Applications are invited for anticipated tenure-track appointments in the areas of Accounting, Finance, International Business, Marketing, MIS, Policy and Organizational Behaviour. Salary and rank are commensurate with the candidate's qualifications and research record. The Faculty of Management has over 50 full-time faculty and offers B.Com., MBA and PhD degrees. Apply in writing to Prof. Richard Lussolo, Associate Dean — Academic, Faculty of Management, 1001 Sherbrooke Street West, Montreal, Quebec, H3A 1G5. Closing date to receive applications is January 31, 1997. In accordance with Canadian immigration requirements, the advertisement is directed to Canadian citizens and permanent residents of Canada. McGill University is committed to equity in employment. **UNIVERSITÉ MCGILL** — La Faculté de gestion est à la recherche de candidats pour des postes de professeurs/assistantes (adjoints) dans les domaines de la comptabilité, finance, commerce international, marketing, informatique de gestion, comportement organisationnel et politique générale des entreprises. Les candidats possédant une solide expérience de la recherche ou ont le potentiel de s'y consacrer, ainsi qu'une bonne expérience de l'enseignement. Les candidats (au poste de professeur/assistant) sont titulaires d'un doctorat ou en instance de le terminer dans un domaine connexe à celui des postes. Les candidats doivent posséder une maîtrise en gestion, des qualifications et de l'expérience de recherche des candidats. La Faculté de gestion compte 50 professeurs à plein temps et offre des programmes de baccalauréat en commerce, de MBA et de PhD. Faites parvenir votre candidature à M. Richard Lussolo, Vice-doyen — Affaires académiques, Faculté de gestion, 1001 rue Sherbrooke ouest, Montréal, Québec, H3A 1G5, avant le 31 janvier 1997. Conformément à la réglementation canadienne en matière d'immigration, ces offres d'emploi s'adressent en priorité aux citoyens canadiens et aux résidents permanents. L'université McGill soutient l'équité en matière d'emploi.

MATHEMATICS

ST. FRANCIS XAVIER UNIVERSITY — Tenure Track Position in Mathematical Sciences. Applications are invited for a tenure track position at the Assistant Professor level. This position is subject to budgetary approval. Candidates must

have a PhD in mathematics or statistics or management science (or be near completion), and must be able to teach courses in operations research, statistics and undergraduate mathematics. The department offers undergraduate major and honours degrees in mathematics and computing science, as well as a Bachelor of Information Systems degree, and is interested in an individual who shows a strong commitment to high quality teaching. A candidate is expected to be able to attract external research funding. Preference will be given to candidates whose research areas are in operations research or statistics. A current curriculum vitae and three letters of recommendation are required. Recent PhDs should include a copy of their transcripts. An e-mail address should be included. Deadline for applications is 31 January 1997. Please send application to: Dr. Ernest J. Schugart, Chair, Department of Mathematics, Computing and Information Systems, St. Francis Xavier University, P.O. Box 5000, Antigonish, Nova Scotia B2G 2W5 Canada. Tel: (902) 867-2269; Fax: (902) 867-2448; e-mail: eschug@stfx.ca. In accordance with Canadian immigration requirements this advertisement is directed to Canadian citizens and permanent residents.

ST. FRANCIS XAVIER UNIVERSITY — Tenure Track Position in Information Systems. Applications are invited for a tenure track position at the Assistant Professor level. This position is subject to budgetary approval. Candidates must have a PhD in Information Systems or closely related areas (or be near completion) and must be able to teach courses in that area as well as introductory level computing sciences courses. The department offers a Bachelor of Information Systems degree as well as major and honours degrees in mathematics and computing science. The University also offers a BBA degree with an Information Systems major. We are interested in an individual who shows a strong commitment to high quality teaching, but who is also capable of attracting external research funding. A current curriculum vitae and three letters of recommendation are required. Recent PhDs should include a copy of their transcripts. An e-mail address should be included. Deadline for applications is 31 January 1997. Please send applications to: Dr. Ernest J. Schugart, Chair, Department of Mathematics, Computing and Information Systems, St. Francis Xavier University, P.O. Box 5000, Antigonish, Nova Scotia B2G 2W5. Tel: (902) 867-2269, Fax: (902) 867-2448; e-mail: eschug@stfx.ca. In accordance with Canadian immigration requirements this advertisement is directed to Canadian citizens and permanent residents.

UNIVERSITY OF WATERLOO — Faculty of Mathematics. Applications are being accepted for a position at the rank of Lecturer (four-year appointment, renewable to a continuing appointment) beginning on or after July 1, 1997. Applicants should have a Master's degree in Computer Science or Mathematics and experience in teaching computer science at the secondary school or university level. Duties will include undergraduate teaching and advising, expanding the Faculty's school liaison program in computer science, participating in the preparation and administration of the Canadian Computing Competition and taking a leadership role in computer science and technology based projects undertaken by the Centre for Education in Mathematics and Computing. It is expected that the successful candidate will have an interest in



UNIVERSITY COLLEGE of the FRASER VALLEY

Business Administration Instructor

UCFV, located 60 kilometres from Vancouver in B.C.'s beautiful Fraser Valley, is a multi-campus, undergraduate degree-granting institution, offering a diverse range of programs. UCFV has main campuses in Abbotsford and Chilliwack, B.C., and currently enrolls more than 6,000 students each year. The emphasis at UCFV is on teaching excellence while acknowledging active scholarship as an integral part of the teaching process.

The Business Administration department offers several programs which emphasize applied business knowledge and skills. The department is seeking to hire one full-time faculty member to teach in the certificate, diploma, and degree programs. Applicants must be able to teach in one of the following areas:

- **Marketing**, with specialized knowledge in industrial marketing and/or promotion management and/or international marketing.
- **Entrepreneurship**, with specialized knowledge in new venture development and/or small business management.
- **Finance**, with specialized knowledge in international finance and/or investments, in addition to the ability to teach accounting.

All positions require a minimum of a master's degree in the area of specialization (PhD preferred), excellent teaching skills, several years' business/industry experience, interest in applied research, and experience teaching at the post-secondary level. The finance position also requires an accounting designation.

The teaching load for full-time ongoing positions includes one or more upper-level courses in the position specialization, as well as related and/or other business administration courses, depending on the background of the successful applicant and the needs of the department.

Salary: To be determined by the appropriate placement on the faculty salary scale contained in the current collective agreement. Posting no. 96.80e

Applications detailing education and experience should be forwarded no later than February 15, 1997, to the University College of the Fraser Valley, Employee Relations Department, 33844 King Road, Abbotsford, BC, V2S 7M9. Phone: 854-4526, fax: 854-1538, e-mail: scarrown@ucfv.bc.ca

UCFV is an Employment Equity Employer

1168-11

FACULTY POSITION ECOLOGICAL MANAGEMENT AND PLANNING

Faculty of Environmental Design
The University of Calgary, Calgary, Alberta

Applications are invited for a position in Ecological Management and Planning (rank open) in the Faculty of Environmental Design at The University of Calgary. This may be a tenure track or a four year limited term position and will commence July 1, 1997. The applicant will be expected to teach and supervise graduate students (both Master's and PhD), especially students studying (1) ecological and natural resources management or (2) natural areas planning and management in the Environmental Science Program, and students studying ecological planning in the Planning Program.

Environmental Design is a professional graduate Faculty offering degrees in Architecture, Environmental Science, Industrial Design and Planning, with a major interdisciplinary focus. This professional experience (involving constructive interventions such as with regulatory bodies) as well as academic experience in the developing area of ecological management and planning will be a valuable asset, as will be demonstrated ability to work in interdisciplinary teams. More information about the Faculty and The University of Calgary is available through The University of Calgary home page: www.ucalgary.ca.

The candidate would be expected to teach (inter alia) courses such as: (1) Ecological Environmental Planning; (2) Topics in Wildlife (or Plant or Forestry or equivalent) Management and Resource Development; (3) an Ecological Management Studio course; and (4) the Application of Geographic Information Systems in Ecological Planning.

Applicants should submit no later than March 1, 1997: a letter of application; a curriculum vitae; the names, addresses, phone numbers or email addresses of at least three referees; and a brief description of teaching, research and professional interests to:

Dr. Robert Page
Dean, Environmental Design
The University of Calgary, 2500 University Drive
Calgary, Alberta, Canada T2N 1N4

In accordance with Canadian immigration requirements, priority will be given to Canadian citizens and permanent residents of Canada. The University of Calgary is committed to Employment Equity.



www.ucalgary.ca

BSc Environmental Science Program Four Assistant Professor Positions

The Environmental Science Program invites applications for four tenure-track or contingent term/specific term four-year faculty appointments in the Environmental Science Program at the rank of Assistant Professor, to begin July 1, 1997. A PhD, and preferably post-doctoral experience, is required for these positions.

- **Applied Terrestrial Community/Ecosystem Scientist**
Preference will be given to ecologists with expertise in community structure and/or ecosystem processes as they apply to environmental problems in terrestrial ecosystems.
- **Social Scientist in the Human-Environmental Interface**
Preference will be given to social scientists interested in the Human-Environmental Interface from the perspective of geography or economics in the general area of environmental policy and management.
- **Geotechnical Scientist with Expertise in Reclamation/Remediation**
Preference will be given to Geologists, or Physical Geographers with expertise in surficial sediment and subsurface contamination and reclamation.
- **Atmospheric Environmental Scientist**
Preference will be given to Experimental Physical or Analytical Chemists, or Physicists with expertise and interest in the Physico-chemical processes taking place in either the troposphere or the stratosphere.

The successful candidates will be expected to establish active, externally-funded research programs and to supervise graduate research at the MA/MSc and PhD levels. These appointments are to the BSc Environmental Science Program which has five areas of specialization including Biological Sciences, Chemistry, Geographical and Social Sciences, Geology and Physics.

A complete application package should include: a curriculum vitae including an e-mail address, a concise outline of research directions and goals, copies of not more than three representative publications, and a statement of teaching interests and philosophy. Candidates should arrange to have three letters of reference sent to the address below. The closing date for these positions is January 31, 1997.

Dr. E.A. Dixon, Director
Environmental Science Program
The University of Calgary
2500 University Drive N.W.
Calgary, Alberta, Canada T2N 1N4
Fax: (403) 282-9154

In accordance with Canadian immigration requirements priority will be given to Canadian citizens and permanent residents of Canada. The University of Calgary is committed to Employment Equity.



www.ucalgary.ca

Preparing and writing support materials for teachers and students. The current restructuring of the program will allow all levels of the applicant an opportunity to gain experience in the development of new models for effective teaching and learning of computer science and mathematics. Salary and benefits are commensurate with experience. The closing date for application is January 31, 1993. This appointment is subject to the availability of funds. For more information and provide names of three referees to: Dr. J. Scott, Associate Dean, Faculty of Mathematics, University of Waterloo, Waterloo, Ontario, Canada N2L 3G1. In accordance with Canadian Immigration requirements, this advertisement is directed to citizens and permanent residents of Canada. The University of Waterloo is an equal opportunity employer from all qualified individuals including women, members of visible minorities, native peoples, and persons with disabilities.

UNIVERSITY OF WATERLOO – Faculty of Mathematics. Applications are being accepted for the position of Assistant Professor of Mathematics. Applicants should have a PhD in an area of Mathematics, excellent teaching abilities and excellent research skills. Duties include undergraduate teaching and working with the Director of First-Year Studies on the development of the first-year program of the Faculty of Mathematics. This centre provides tutorial help for students in first- and second-year mathematics courses. The incumbent will pursue his/her own research interests. Salary will be commensurate with qualifications. The Faculty of Mathematics includes departments of Computer Science, Combinatorics and Optimization, Computer Science, Pure Mathematics and Statistics and Applied Mathematics. The Faculty of Mathematics graduates majors, about 140 full time first-year students and 750 graduate students. The learning environment is excellent, with students from first- and second-year classes in the program, a calculus with supplementary tutorial aid, and is planned to extend the centre into a broad range of mathematics courses. The Faculty of Mathematics. Ideas and enthusiasm for the development of the learning centre are essential qualifications. For more information, please submit a curriculum vitae and arrange for three letters of reference to be sent to: Dr. D. Kilbless, Dean, Faculty of Mathematics, University of Waterloo, Waterloo, Ontario, Canada N2L 3G1. The closing date for applications is February 28, 1993 and appointment is subject to the availability of funds. In accordance with Canadian immigration regulations, this advertisement is directed toward Canadian citizens and permanent residents of Canada. The University of Waterloo is an equal opportunity employer from all qualified individuals, including women, members of visible minorities, native peoples and persons with disabilities. The University is not subject to the availability of funds.

YORK UNIVERSITY – Applicants are invited for a cross-appointment at the assistant professor level in the Departments of Mathematics & Statistics and Sociology, to commence July 1, 2001. The successful candidate will be innovative and is expected to have established a record of research and teaching excellence in statistics and its application to sociology. The selection process will begin on January 15, 1997. Applicants should send a letter of interest, curriculum vitae, and at least three letters of recommendation to be sent to: George L. O'Brien, Chair, Department of Mathematics & Statistics or Desmond Ellis, Chair, Department of Sociology, York University, 4700 Keele Street, York, Ontario, M3J 1P3, Canada. Tel: (416) 736-5757 or 736-5753; E-mail: chair-math-stat@yorku.ca or pjedem@yorku.ca; Web: <http://www.math.yorku.ca>. York University is implementing an affirmative action program to ensure a firm commitment for women faculty. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. All positions at York University are subject to budgetary availability.

QUEEN'S UNIVERSITY - Tenure in Musicology (Musicology) Position: Tenure track appointment at the rank of Assistant Professor. Ph.D. area of research: Musicology. Salary: \$38,000. Budget approval. Qualifications: Subject Area of Musicology. Research: Musicology. Teaching: Classical plus a secondary area of interest. Evidence of successful initiation of research and scholarship work is required. DUTIES: Teaching in musicology with emphasis in the above research area. Research in musicology. Supervision of graduate students. Most diversified and highly regarded undergraduate music programmes in Canada. Salary commensurate with rank and experience. Application DATE: July 1999. Closing DATE: September 1999. Send resume and references together with curriculum vitae, a scholarly paper and three letters of reference should be sent to: Dr. Alfred Fisher, Director, School of Musicology, Queen's University, Kingston, Ontario K7L 3N6. Tel: 613-533-5111. Fax: 613-533-5112. E-mail: alfred.fisher@queensu.ca. Inquiries with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. Queen's University has an employment equity programme and encourages applications from women, people with disabilities, indigenous women, aboriginal people, people with disabilities and visible minorities.

CONCORDIA UNIVERSITY — Department of Mathematics & Statistics is seeking to fill a tenure track position in Actuarial Mathematics at the Assistant Professor level starting June 1, 1999. Duties will include undergraduate and graduate level teaching, research and participation in the administration and expansion of the Actuarial programs. The position is subject to budgetary approval. Interested candidates should send a curriculum vitae and a brief description of field of interest and arrange for three letters of recommendation to be sent prior to February 28, 1997 to: Dr. J. Hillel Chou, Department of Mathematics, Concordia University, 7141 Sherbrooke Street West, Montreal, Quebec H3B 1R6. In accordance with Canadian immigration requirements, priority will be given to Canadian citizens and permanent residents of Canada. Concordia University is committed to employment equity and encourages applications from women, aboriginal peoples, visible minorities.

The University of British Columbia has recently established two Chairs in Forest Hydrology supported by the Crown Corporation "Forest Renewal British Columbia" as a means of stimulating research and extension activities that will contribute positively to the understanding of watershed management and forest engineering problems and their solution in British Columbia.

We are searching for two scholars of international reputation to fill these new positions. Appointments are effective July 1, 1997 but an alternate date may be arranged. Applicant should have a PhD degree in a subject relevant to the interdisciplinary field of forest hydrology, a demonstrated excellence in teaching, an established research program, a knowledge of policy issues, and a record of involvement in public debate concerning the hydrological implications of forestry activities. Eligibility for professional registration is highly desirable.

The successful candidates are expected to teach at the undergraduate and graduate levels and develop an active program of collaborative research with government and industry. Both positions will be joint appointments between the Department of Forest Resources Management and the Department of Geography.

The first position (shared 2/3 Forest Resources Management, 1/3 Geography) requires expertise in hydrosociences and their extension to forest management and forest operations. The second position (shared 2/3 Geography, 1/3 Forest Resources Management) requires expertise in hydrological processes, as well as knowledge of sediment and solute pathways in forest catchments.

Salary is commensurate with experience and qualifications. Positions are subject to budgetary approval. Inquiries, and applications should be addressed to:

Professor Olav Slaymaker
Chair of Search Committee
Department of Geography
University of British Columbia
217-1984 West Mall
Vancouver, B.C., V8T 1Z2
Phone (604) 822-3246
Fax: (804) 822-6160
E-mail: olav@geog.ubc.ca

by **February 12, 1997**. Applications should be explicitly directed to Position 1 or Position 2. Applicants should include a curriculum vitae and names of three referees.

The University of British Columbia welcomes all qualified applicants, especially women, aboriginal people, visible minorities and persons with disability. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents.

ties and disabled persons. All things being equal, women candidates shall be given priority

are invited for a tenure track appointment at the rank of Assistant Professor, to commence July 1997. Responsibilities will include the teaching of retraining, music theory, and piano accompaniment. The position will involve some co-supervision of students for the DMA program. Applicants should hold a DMA or equivalent. Please submit an application with curriculum vitae, a copy of all university transcripts and the names of three referees who have been asked to provide a direct reference to Dr. Michael Rushton, Dean, Faculty of Arts, University of Regina, Regina, Saskatchewan, S4S 0A2. The Search Committee will begin its deliberations on March 1, 1997. The University of Regina is committed to employment equity. In accordance with Canadian human rights regulations this position is advertised to Canadian citizens and permanent residents.

are invited for a tenure track appointment at the rank of Assistant Professor, to commence July 1, 1997. Responsibilities will include the teaching of undergraduate music and the supervision of graduate students in the M.Mus. degree in music theory. Ability to teach in an applied area would be an asset. Applicants should hold a PhD or equivalent. Please submit an application with a curriculum vitae, a copy of all university transcripts, and a letter of recommendation. You are asked to send letters directly to: Dr. Michael Rushton, Dean, Faculty of Fine Arts, University of Regina, Regina, Saskatchewan, S4S 0A2. The Search Committee will begin its deliberations on March 1, 1997. The University of Regina is committed to employment equity. In accordance with Canadian law, all qualified persons are encouraged to apply. The University is an equal opportunity employer and is directed to Canadian citizens and permanent residents.

THE UNIVERSITY OF LETHBRIDGE—Faculty of Arts and Science, Department of Native American Studies, Assistant Professor, has a Ph.D. in Anthropology and is currently completing a postdoctoral budgetary approval. PhD preferred, but will consider a Master's degree combined with strong reading and research experience in the areas of Native American, indigenous, and/or aboriginal backgrounds in social issues, life sciences, literature, history, philosophy, economics or a combination thereof. The successful candidate must have a strong knowledge of a Native language as an asset. The successful candidate should have a strong commitment to the teaching of Native American studies and interest in Native Studies Curriculum. In accordance with Canadian Immigration Regulations, this position is directed at Canadian citizens, permanent residents and those with the right to work in Canada. The University aspires to be inclusive of individuals who have demonstrated potential for excellence in teaching and research. The University is an equal opportunity employer and offers a non-smoking environment. The current minimum salary for this position is \$36,000 per annum. Applications including a curriculum vitae, transcripts, teaching evaluations, samples of published work, and the names of three references should be sent to: Dr. Robert J. Smith, Chair, Department of Native American Studies, University of Lethbridge, 4401 University Drive, Lethbridge, Alberta, Canada T1K 3M4, Tel: (403) 235-1635, Fax: (403) 235-2083, E-mail: leslie.kathleen@lethbridge.ca. The closing date for application is September 1, 2004.

MCGILL UNIVERSITY — Research Assistant
MTL GEN. HOSP. Long-term project on synapses
between leech neurons. Must have Ph.D. and
experience in patch clamping. English required.
French helpful. 40 hrs/wk. \$25,682/yr. commensu-
rate with experience. Send CV, list of publications
and names of 3 referees by 1 FEB. 1997 to Dr. F.
Drapeau, Dept. Neurology, MGH, 1650 Cedar
Montreal, PQ, H3G 1A8.

L'UNIVERSITÉ D'OTTAWA — L'école des sciences infirmières de la Faculté des sciences de la santé devra combler quatre postes de professeurs permanents et deux postes complémentaires à la permanence, équipes de discipline en sciences infirmières ou en un autre domaine connexe. Un dossier sera déposé le 15 novembre 1989. Les candidats doivent avoir une maîtrise en sciences infirmières ou en sciences connexes, une expérience de recherche et de l'enseignement, une connaissance adéquate de l'histoire, de l'éthologie, santé communautaire, santé publique, soins de santé communautaires et de l'enseignement. Les candidats doivent être en mesure d'élaborer une seule session dans chacun des champs d'expertise. A un certificat de compétence valide de l'Ordre des infirmières et infirmiers du Québec. Les candidats doivent avoir une connaissance adéquate des tâches permettant d'enseigner dans cette langue et connaissance suffisante de l'anglais pour comprendre le contenu des communications orales et écrites. Responsabilités. L'enseignement aux 1^{er} et 2^e cycles, en français et/ou en anglais, de la formation des étudiants en soins infirmiers et de l'enseignement de la recherche. 4. Pratique clinique et supervision des étudiants. 5. Participation aux activités universitaires. Entrée en fonction, le 1^{er} septembre 1990. Les candidats doivent avoir les compétences et l'expérience, conformément à la convention collective. Les postes seront comblés par un processus de sélection ouvert à tous. Conformément aux règlements des Services canadiens de l'immigration, cette annonce s'adresse aux citoyens Canadiens et aux résidents permanents du Canada. Les candidats doivent être en mesure de travailler en milieu d'emploi. L'école des sciences infirmières encourage fortement les hommes à postuler pour candidature. Prière de faire parvenir les dossiers à: Dr. J. G. Gauthier, Université d'Ottawa et le nom de trois répondants à: M. Madame Betty Garg, Directeur, Ecole des sciences infirmières, 1000, Avenue Jean-Jacques, Ottawa, Ontario K1N 6N5. Pour plus d'information, veuillez téléphoner au 613-745-5111. L'Université d'Ottawa.

UNIVERSITY OF OTTAWA — The school of nursing in the Faculty of Health Sciences will be filling four permanent and two complementary permanent positions in nursing or in a related discipline. A dossier should be submitted by November 15, 1989. Candidates must have a master's degree in nursing or in a related discipline, research experience and teaching experience, and a good knowledge of the history, etiology, health community, health community, and health community. Candidates must be able to develop a single session in each of the areas of expertise. A valid certificate of competence from the Order of Nurses and Nurses of Quebec. Candidates must have a good knowledge of the tasks allowing teaching in this language and sufficient knowledge of English to understand the content of oral and written communications. Responsibilities. Teaching at the 1st and 2nd cycles, in French and/or English, of the training of nursing students and of the teaching of research. 4. Clinical practice and supervision of students. 5. Participation in university activities. Entry into function, September 1, 1990. Candidates must have the competencies and experience, in accordance with the collective agreement. The positions will be filled by an open selection process. In accordance with the regulations of the Canadian Immigration Services, this announcement is addressed to Canadian citizens and permanent residents of Canada. Candidates must be able to work in the workplace. The school of nursing strongly encourages men to apply for candidature. Please send your dossier to: Dr. J. G. Gauthier, University of Ottawa and the name of three respondents to: M. Madame Betty Garg, Director, School of Nursing, 1000, Avenue Jean-Jacques, Ottawa, Ontario K1N 6N5. For more information, please call 613-745-5111. The University of Ottawa.

applications for four tenure track positions. Qualifications: 1. A doctorate in Nursing or in a discipline relevant to the candidate's area of specialization; 2. A minimum of 5 years of clinical experience in one of the following areas: critical care nursing; adult/pediatric oncology; community oncology; or pediatric oncology; 3. The University reserves the right to hire no more than one person in each of the above areas; 4. A minimum of 5 years of teaching experience; 5. A minimum of 5 years of teaching and passive knowledge of French in order to grasp the essential content of oral and written communication; 6. The candidate must require a specific knowledge of French in the field of competence which is adequate for the purposes of teaching and passive knowledge of English in the field of competence; 7. The candidate must have written communications. Responsibilities: 1. Teaching undergraduate and graduate level students; 2. Supervising nursing students; 3. Supervision of student research projects; 4. Clinical practice and supervision of staff nurses; 5. Research and publication. Salary: Effective July 1, 1991. Rank and Salary: Determined by candidate's qualifications and experience. The University of British Columbia is an equal opportunity employer. Positions will be filled subject to availability of funds. In accordance with the Canadian Human Rights Act, the University of British Columbia is committed to the advancement of women. Applications should be submitted in confidence to: Canadian Cancer Society, 1000 University Avenue, Vancouver, BC V6Z 2G4. The University of British Columbia does not discriminate on the basis of race, sex, age, or religion. Please send your letter of application, curriculum vitae and the names of three references to: Director of Human Resources, University of British Columbia School of Nursing, Assistant Dean, Faculty of Health Sciences, University of British Columbia, 4515 Seymour Street, Vancouver, BC V6T 1Z3. Application deadline: February 1, 1991.

Columbia, Missouri) do have relevant recent teaching and clinical experience in community health, mental health or adult health nursing. The following are the names of the members of one of the following areas is particularly desired: Community-based nursing services; Behavioral health services; Health care for the poor, women and children; minority populations; mentally ill; Afrocentric care of individuals. Candidates will be expected to describe and pursue a program of research in the field of community health. The School has a strong commitment to advanced professional practice and research. It is currently seeking individuals with master's degrees and doctoral nursing degrees and has affiliations with a wide range of hospitals and community health centers. Successful candidates will have teaching responsibilities in both the undergraduate and graduate programs. The position is available, effective 1 July 1997. In the case of exceptional candidates, an appointment may be made at the rank of Associate Professor. The appointment will be for a 3-year period with a 3-year probation. UIC nursing welcomes all qualified applicants, especially men, immigrant people, and persons of color. For consideration, send your curriculum vitae and a letter of interest in accordance with Canadian Immigration regulations, priority for one of these positions will be given to persons of color. For more information, contact Dr. Patricia A. Smith, Director of Graduate Studies, University of Illinois at Chicago, 606 S. Dearborn, Chicago, Illinois 60607-7131, USA. For a complete list of addresses of three references, should be accepted, contact Dr. Kathleen May, Director, School of Nursing, University of Illinois at Chicago, 606 S. Dearborn, Chicago, Illinois 60607-7131, USA. Tel: 312/996-2200. Fax: 312/996-2201. E-mail: kmay@uic.edu. <http://www.nursing.uic.edu>

UNIVERSITY OF TORONTO — Department of Nutritional Sciences, Faculty of Medicine. Applications are invited for the position of Chair, Department of Nutritional Sciences of the Faculty of Medicine at the University of Toronto. The Department of Nutritional Sciences has undergraduate (Arts & Science, Medicine and other health science faculties) and graduate (basic science, clinical, and community health) education programs. As well, members of the department have diverse programs of research in nutrition. The successful candidate will have an active

The University has recently established an endowed chair in forest management in the Department of Forest Resources Management, supported by Forest Renewal BC. We invite applications for this position, which is expected to be filled at the full professor level. The successful candidate will play a leading role in shaping future management of the large, predominantly publicly-owned forest land base in British Columbia. Responsibilities include research, supervision of graduate students, and teaching at both the undergraduate and graduate level.

Applicants should have a PhD, an internationally recognized reputation as one of the world's leading scholars in a scientific field closely related to forest management, a record of involvement in public debate concerning forest management, and teaching experience.

The Forest Resources Management Department has a strong teaching and research program that embraces the full range of forest resources management from the tree to the forest level.

and for the full range of forest values. The Faculty of Forestry, within which the Department is situated, offers undergraduate education in five programs, two of which provide the academic qualifications for Professional Forester status in BC. The University has established programs in several other areas of biology and management. The Centre for Applied Conservation Biology, the Centre for Biological Research, the Sustainable Development Research Institute, the School of Forestry, Planning and Design, and the academic department of the Faculty of Forestry, Sciences, and Agricultural Sciences form a strong supporting constellation of scholars. The University manages two research forests, one near Vancouver and one in the central interior of the province.

The forests of British Columbia are rich and varied. Multiple stake holders and evolving social values are transforming traditional notions of forest management. The opportunity exists for the successful candidate to significantly influence the management direction of these forests through the first part of the next century.

The University of British Columbia welcomes all qualified applicants, especially women, aboriginal people, visible minorities, and persons with disabilities. In accordance with Canadian immigration requirements, priority will be given to Canadian citizens and permanent residents of Canada.

The closing date for applications is **March 15, 1997**. Please direct inquiries and applications consisting of a Curriculum Vitae, the names of 3 referees, and a brief outline of expertise and research interests to:

Dr. Peter Marshall, Director, Professional Forestry Programs
Forest Resources Management Department, University of British Columbia
270-2357 Main Mall, Vancouver, B.C. Canada, V6T 1Z4
Tel: (804) 822-4918; Fax: (604) 822-9106
E-mail: marshall@unixg.ubc.ca

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CLASSIFIEDS

research program and a strong record of scholarly achievement. She or he must be committed to excellence in education and research and have the leadership qualities and administrative skills necessary to develop the academic programs of the Department. Applicants should be sent to: Dr. Anne Abelson, Dean, Faculty of Medicine, University of Toronto, Room 2105, Medical Sciences Building, 1 King's College Circle, Toronto, Ontario, M5S 1A5, Fax (416) 978-1714. Applicants should include a curriculum vitae, a list of three referees, and a letter of interest. To ensure consideration, applications must be received before March 15, 1997. The University of Toronto encourages applications from qualified men and women, members of visible minorities, aboriginal peoples and persons with disabilities. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents.

ORTHODONTICS

THE UNIVERSITY OF ALBERTA, Faculty of Medicine and Oral Health Sciences, invites applications for a full-time, tenure-track position in orthodontics. The successful candidate must have a demonstrated research record and an advanced degree in orthodontics. The position will involve both clinical and biological research as well as comprehensive orthodontic patient care. Strong communication and interpersonal skills are essential. The successful candidate will be expected to apply for external research funding from agencies such as the Medical Research Council and/or Alberta Heritage Foundation for Medical Research. Appointment will be in the Department of Oral Health Sciences. Applicants should have experience in both undergraduate and graduate education. Candidates with a PhD or equivalent research experience will be given preference. Our candidate must be eligible for licensure as an orthodontist specialist in Alberta, Canada. Salary and rank (Associate or Professor level) will be commensurate with experience and qualifications. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents.

OUTDOOR RECREATION, PARKS & TOURISM

LAKEHEAD UNIVERSITY — The School of Outdoor Recreation, Parks & Tourism at Lakehead University invites applications for two probationary (tenure-track) appointments commencing on or before August 1, 1997. Rank and salary will be commensurate with experience and qualifications. Applicants should have an earned doctorate or be near completion, and have demonstrated experience in one of the following areas: 1. Parks/Integration, planning, management, policy; 2. Natural Resource Based Tourism. In addition, preference will be given to applicants who can contribute to at least one of the other streams in the program (i.e. leadership, parks or tourism). We have demonstrated excellence in teaching, and have a strong publication record. The School of Outdoor Recreation, Parks & Tourism has a unique, innovative and dynamic program with over 400 full-time students and a wide variety of courses dealing with all aspects of natural resource based recreation, including leadership, parks and tourism. The School is centrally located in Thunder Bay, Ontario, a location that provides an excellent setting for the program as well as numerous opportunities for research, teaching and scholarship. The School is available on the Internet (<http://www.lakeheadu.ca/~orptw/lorptw.html>) or can be obtained by contacting the School, interested applicants should submit a cover letter, curriculum vitae, and the names and addresses of three referees to: Professor Tom Stevens, Director, School of Outdoor Recreation, Parks & Tourism, Lakehead University, 955 Oliver Road, Thunder Bay, Ontario, P7B 3E1. (807) 343-8175 (voice); (807) 346-7815 (fax); Tom.Stevens@lakeheadu.ca. The closing date is January 15, 1997; however, applications will be accepted until the appointments are filled. In accordance with Canadian immigration regulations, this advertisement is directed to Canadian citizens and permanent residents. Lakehead University is committed to employment equity and encourages applications from women, members of visible minorities, aboriginal peoples, and persons with disabilities.

PHILOSOPHY

THE UNIVERSITY OF LETHBRIDGE — Faculty of Arts and Science, Department of Philosophy. Two Assistant Professors: one will be probationary (tenure-track), beginning July 1, 1997, subject to budgetary approval; the other will be a ten-month term, beginning August 1, 1997, subject to budgetary approval. Applicants should demonstrate a strong commitment to and appropriate record of scholarship and original research and the ability to teach widely in an undergraduate curriculum. Tenure-track positions: The department seeks to appoint a strong candidate in Philosophy and Science: a specialization in Philosophy of Biology would be welcome. Teaching responsibilities will include some of the following areas: History of Philosophy, Metaphysics, Theory of Knowledge, Introduction to Philosophy and Introduction to Logic. Term position: Competency in the Philosophy literature would be an asset. Teaching responsibilities will include some of the following areas: Ancient Philosophy, Existentialism and Phenomenology, 19th Century Continental Philosophy, Introduction to Philosophy and Introduction to Logic. In accordance with Canadian Immigration Regulations, this advertisement is directed to Canadian citizens and permanent residents of Canada. The University applies to hire individuals who have demonstrated potential for excellence in teaching, research and scholarship. The University is an equal opportunity employer and offers a non-smoking environment. The current minimum salary for an Assistant Professor is \$37,330.00 per annum. Applications should include:

all other areas of teaching competence, and include a curriculum vitae, transcripts, course outline and teaching evaluation of recent samples. Arrange for this material and three letters of reference to be sent to: Professor John Woods, Chair, Department of Philosophy, The University of Lethbridge, Lethbridge, Alberta, T1K 3M4, Phone: (403) 329-2500, Fax: (403) 329-5109. The closing date for applications is January 31, 1997.

ACADIA UNIVERSITY — The Department of Philosophy at Acadia University invites applications for a tenure-track appointment, position of Assistant Professor level, up to Grade 5, beginning on or after July 1, 1997. Competency in Ancient Philosophy is required. Teaching responsibilities include: introduction to Philosophy and Ancient Philosophy. The successful candidate will be expected to offer courses as part of the Acadia Advantage Program. Evidence of teaching competence and a PhD are required. Publications preferred. Complete dossier, including a curriculum vitae, three letters of recommendation, and sample of recent work should be sent to: Dr. J. McRobert, Chair, Search Committee, Department of Philosophy, Acadia University, Wolfville, Nova Scotia, B0P 1X0. The closing date for applications is March 1, 1997. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. Acadia University reserves the right not to fill this position or to fill the position at a level different from the advertised level or term.

PHYSICAL & HEALTH EDUCATION

QUEEN'S UNIVERSITY — School of Physical and Health Education, Faculty position in Social Sciences and permanent residents. Acadia University is an Equal Opportunity Employer. Acadia University reserves the right not to fill this position or to fill the position at a level different from the advertised level or term.

THE UNIVERSITY OF LETHBRIDGE — Faculty of Arts and Science, Department of Physical Education. Two Assistant Professors: one or both may be probationary (tenure-track) beginning July 1, 1997, subject to budgetary approval. PhD required by the appointment date. Post-graduate experience, teaching experience and the ability to develop an externally funded research program are assets. The appointee will be expected to teach lower and upper division courses in Physical Education major and the general student population in both theory and physical activity courses. The Department of Physical Education uses a multi-disciplinary approach to Wellness, Human Performance and Recreational Issues Studies, focusing on wellness and physical activity involvement throughout the lifespan at all levels of participation. The appointee will be expected to teach a variety of courses from the Social Science, Natural Science and Humanities areas of the discipline of Physical Education. In accordance with Canadian Immigration Regulations, this advertisement is directed to Canadian citizens and permanent residents of Canada. The University applies to hire individuals who have demonstrated potential for excellence in teaching, research and scholarship. The University is an equal opportunity employer and offers a non-smoking environment. The current minimum salary for an Assistant Professor is \$37,330.00 per annum. Applicants must submit a letter of application, a curriculum vitae, transcripts, short statement of teaching philosophy, a statement of a proposed three-year research plan, a maximum of three important and/or recent publications, and the names of three referees.

visible minorities. Letters of application, together with a curriculum vitae and names of three referees should be submitted by March 1, 1997. Dr. Joan M. Stevenson, Director, School of Physical & Health Education, Queen's University, Kingston, Ontario, K7L 3N6, Telephone: (513) 545-2666; Fax: (513) 545-2008.

PHYSICAL EDUCATION

THE UNIVERSITY OF LETHBRIDGE — Faculty of Arts and Science, Department of Physical Education. Two Assistant Professors: one or both may be probationary (tenure-track) beginning July 1, 1997, subject to budgetary approval. PhD required by the appointment date. Post-graduate experience, teaching experience and the ability to develop an externally funded research program are assets. The appointee will be expected to teach lower and upper division courses in Physical Education major and the general student population in both theory and physical activity courses. The Department of Physical Education uses a multi-disciplinary approach to Wellness, Human Performance and Recreational Issues Studies, focusing on wellness and physical activity involvement throughout the lifespan at all levels of participation. The appointee will be expected to teach a variety of courses from the Social Science, Natural Science and Humanities areas of the discipline of Physical Education. In accordance with Canadian Immigration Regulations, this advertisement is directed to Canadian citizens and permanent residents of Canada. The University applies to hire individuals who have demonstrated potential for excellence in teaching, research and scholarship. The University is an equal opportunity employer and offers a non-smoking environment. The current minimum salary for an Assistant Professor is \$37,330.00 per annum. Applicants must submit a letter of application, a curriculum vitae, transcripts, short statement of teaching philosophy, a statement of a proposed three-year research plan, a maximum of three important and/or recent publications, and the names of three referees.

The applicant must arrange for this material and the three letters of reference to be sent directly to: Dr. Olaya Daniels, Chair, Department of Physical Education, The University of Lethbridge, Lethbridge, Alberta, T1K 3M4, Telephone: (403) 329-2500, E-mail: odaniels@uleth.ca. The closing date for applications is January 31, 1997.

PHYSICS

THE UNIVERSITY OF LETHBRIDGE — Faculty of Arts and Science, Department of Physics. Assistant Professor: ten-month term beginning August 1, 1997, subject to budgetary approval. PhD in Physics is required. The Department of Physics interests include: Molecular Spectroscopy, Infrared Astronomy, NMR Spectroscopy, Field Theories and Nonlinear Dynamics. Opportunities for collaborative research may exist. The successful candidate will teach laboratory and lecture sections of undergraduate courses. In accordance with Canadian Immigration Regulations, this advertisement is directed to Canadian citizens and permanent residents of Canada. The University applies to hire individuals who have demonstrated potential for excellence in teaching, research and scholarship. The University is an equal opportunity employer and offers a non-smoking environment. The current minimum salary for an Assistant Professor is \$37,330.00 per annum. In case of collaboration, the salary may be supplemented from research funds of department researchers. Applications including curriculum vitae, transcripts, statement of teaching and research interests and three letters of reference should be sent to: Professor M.K. Ali, Chair, Department of Physics, The University of Lethbridge, 4401 University Drive, Lethbridge, Alberta, T1K 3M4, Tel: (403) 329-2516, Fax: (403) 329-2501, E-mail: koutoulis@uleth.ca. The closing date for applications is January 31, 1997.

PHYSICS — Two Faculty Positions in Condensed Matter Physics. The Physics Department at Simon Fraser University invites applications for two tenure track faculty

The University of New Brunswick in Saint John

The Faculty of Business at the University of New Brunswick in Saint John invites applications for two tenure track positions, one in **Financial Accounting** and one in **Marketing/Strategy**, and three term positions, one in **Management Information Systems/Electronic Commerce**, one in **Accounting/Electronic Commerce** and one in **Marketing of Services**. All positions are subject to budgetary approval and development of new programs. The Financial Accounting position requires competency in accounting information systems.

Rank and salary will be commensurate with qualifications and experience. Qualifications required include a PhD or equivalent for tenure track positions. Candidates with lesser qualifications will be considered for a term appointment.

Applications will be accepted until the positions are filled. Please send CV and the names and addresses of three referees to:

Dr. John Chalkoff, Dean
Faculty of Business
University of New Brunswick in Saint John
PO Box 5050
Saint John, NB E2L 4L5

In accordance with Canadian Immigration Regulations, preference will be given to citizens and permanent residents of Canada. The University of New Brunswick is committed to the principle of employment equity.



Simon Fraser University Telelearning and Information Technologies

The School of Communication at Simon Fraser University invites applications for a tenure track appointment at the Assistant Professor level, in the area of telelearning and information technology.

Simon Fraser University is the host of the national Telelearning Network of Centres of Excellence which was established in 1995. The School of Communication is an interdisciplinary school in the Faculty of Applied Sciences. We are building on growing strengths in the design, transfer, application, social context and consequences of technology and change, from a critical communications perspective.

The successful candidate will hold the PhD and have teaching and research experience in the social and policy contexts of information technologies and telelearning technologies. Areas of expertise might include formal and informal educational network applications, educational theory design of new media, human-computer interaction, and instructional design and evaluation.

In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and Permanent Residents. Simon Fraser University is committed to the principle of equity in employment and offers equal employment opportunities to qualified applicants. All appointments are subject to budgetary authorization.

Applications must be accompanied by a curriculum vitae, and the names, addresses and telephone numbers of three referees, and must be received by the School of Communication Director's office by **February 28, 1997**.

Dr. Brian Lewis, Director,
School of Communication, Simon Fraser University
Burnaby, British Columbia, Canada V5A 1S6

Telephone: (604) 291-3470; Fax: (604) 291-4024

ASSISTANT PROFESSOR IN TRANSPORTATION ENGINEERING

The University of Calgary, Department of Civil Engineering invites applications for a three-year contingent term appointment at the Assistant Professor level, starting July 1, 1997 or as soon as possible thereafter. The appointment may be extended to March 31, 2001 and subject to continued programme funding may later be converted to tenure-track.

The successful candidate will have demonstrated excellent teaching ability and have research interests in the principles and techniques of traffic engineering, traffic management and intelligent transportation systems. A primary responsibility of the appointee will be to collaborate in the development of a new programme offering a minor in Transportation Engineering within the Department of Civil Engineering with the other members of the Transportation Group and the Van Horne Institute for Transportation and Regulatory Affairs. This programme includes interaction with industry so the appointee must be a capable communicator in industrial settings.

The appointee will be expected to make a significant contribution to teaching at both the undergraduate and graduate levels in the Department of Civil Engineering and the Faculty of Engineering. The appointee will also be expected to conduct research independently and/or in conjunction with the existing four professors in the Civil Engineering Transportation Group, one of the strongest and most active in Canada.

In accordance with Canadian immigration requirements, priority will be given to Canadian citizens and permanent residents of Canada. The University of Calgary is committed to Employment Equity.

Applications including a curriculum vitae with the names and addresses of three referees, must be sent by March 31, 1997 to:

N.G. Shrive, Head
Department of Civil Engineering
The University of Calgary
2500 University Drive NW
Calgary, Alberta, T2N 1N4
Fax: (403) 282-7026
Email: shriven@acs.uccalgary.ca



THE UNIVERSITY OF
CALGARY

www.uccalgary.ca



Canadian Institute of Resources Law
Institut canadien du droit des ressources

RESEARCH ASSOCIATE

The Canadian Institute of Resources Law requires a Research Associate to develop and undertake research, publication, and teaching activities under the supervision of the Executive Director. The successful candidate will have a law degree (with preference for applicants holding a graduate degree in law), a demonstrated aptitude for legal research and writing, and a keen interest in natural resources law.

The Canadian Institute of Resources Law is an independent national body affiliated with The University of Calgary. Its work involves research, education and publication on the legal aspects of renewable and non-renewable natural resources.

The salary and benefits will be competitive with those offered to Canadian university law teachers.

Please submit curriculum vitae and the names of three referees by February 14, 1997, to:

Executive Director
Canadian Institute of Resources Law
Faculty of Law, Room 3330, PFB
The University of Calgary
2500 University Drive N.W.
Calgary, Alberta T2N 1N4



THE UNIVERSITY OF
CALGARY

www.uccalgary.ca

ASSISTANT PROFESSORS IN HUMANITIES

The University of Calgary invites applications for three positions designed to serve multi-disciplinary needs within the Faculty of Humanities. One of these (to begin July 1, 1997) is a four-year contingent-term position; the other two (to begin September 1, 1997) are two-year full-time limited-term positions. All three appointments will be at the Assistant Professor level. Salary floor: \$40,238.

We are seeking candidates with completed PhDs and multi-disciplinary expertise in several areas: intercultural studies (especially those involving German, Spanish or East Asian Studies); women and religion; classical antiquity; cultural studies (especially film studies and gender studies); Family and computer applications in the Humanities would be an asset.

In accordance with Canadian immigration requirements, priority will be given to Canadian citizens and permanent residents of Canada. The University of Calgary is committed to Employment Equity.

Applicants should send a curriculum vitae, samples of published or other work, and evidence of teaching effectiveness, and should arrange to have three letters of reference sent before March 1, 1997, to:

Ronald B. Bond
Dean, Faculty of Humanities
The University of Calgary
2500 University Drive N.W.
Calgary, Alberta, T2N 1N4



THE UNIVERSITY OF
CALGARY

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ANNONCES CLASSÉES

positions, one in experimental condensed matter physics and one in theoretical condensed matter physics. The appointments will be at the assistant professor level and will take effect in September 1997, subject to final budgetary approval. We are searching for individuals of outstanding background and exceptional promise who will establish vigorous independent research programs and who have a commitment to undergraduate and graduate teaching. Excellent candidates in any area of specialization that will complement and interact with existing programs will be given serious consideration. For the experimental position there is some preference for a candidate in the field of magnetic nanostructures and related areas. The present condensed matter research group at Simon Fraser consists of twenty-one full time faculty with broad research interests. The Physics Department home page can be accessed via <http://www.phys.sfu.ca>. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. Simon Fraser University is an equal opportunity employer and encourages applications from women and minorities. Applicants should send their curriculum vitae, publication list, a short statement of teaching and research interests and the names of at least three referees to: Professor Robert Fréchet, Chair, Department of Physics, Simon Fraser University, 8888 University Drive, Burnaby, BC, Canada V5A 1S6 by February 1, 1997.

PHYSICS & ASTRONOMY

UNIVERSITY OF VICTORIA — The Department of Physics and Astronomy, University of Victoria, invites applications for a tenure-track position in the area of physical cosmology (theoretical or observational) or related fields. This position is at the rank of Assistant Professor. Applicants are expected to possess an exceptional record and outstanding promise for future research accomplishments. The successful candidate will have a commitment to graduate and undergraduate education in both physics and

astronomy. The successful candidate will also be expected to participate in the Cosmology Program of the Canadian Institute for Advanced Research (CIAR), hence he or she must also be acceptable to this Program. The Department of Physics and Astronomy consists of approximately 22 faculty working primarily in the research areas of astronomy, particle physics, and earth and ocean physics. The Astronomy Group consists of 7 faculty, 5 research associates, a senior lab instructor and research assistant, and typically 15 graduate students. See <http://www.phys.uvic.ca> for further information. The Astronomy Group benefits from close relations with the nearby Dominion Astrophysical Observatory and its staff, telescopes, and instrumentation. Staff and students at the University of Victoria have access to Canadian facilities such as the Canada-France-Hawaii 3.6m Telescope, the James Clerk Maxwell mm/submm Telescope, and in the future, the Gemini twin 8m telescopes. The Cosmology Program of CIAR currently supports nodes of scientists at the Universities of Alberta, British Columbia, and Toronto. In addition, the Cosmology Program has a network of distinguished associates distributed worldwide. See <http://www.cia.utoronto.ca/CIAR/> for further information on the CIAR Cosmology Program. The University of Victoria is an equal opportunity employer and encourages applications from women, persons with disabilities, visible minorities, and Aboriginal persons. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. However, if suitable Canadian applicants cannot be found, other individuals will be considered. Applications, including a curriculum vitae, publication list, statement of present and future research interests and the names and addresses of at least three referees, should be sent to: Cosmology Job Search, Department of Physics and Astronomy, University of Victoria, P.O. Box 3055, Victoria, BC V8W 3P6 Canada. Applications will be accepted until February 1997, with an intended starting date of July 1, 1997. This position is subject to budgetary approval by both the University of Victoria and by CIAR.

POLITICAL ECONOMY

CARLETON UNIVERSITY — Institute of Political Economy. Subject to budgetary approval, the Institute of Political Economy invites applications annually from distinguished senior scholars to teach some aspects of political economy at the graduate level as a Visiting Professor for a period of between two and eight months. The applicant should have a record of internationally recognized published scholarship and able work in an interdisciplinary character attracting students from several disciplines. Applications should be sent to: The Director, Institute of Political Economy, Carleton University, 1125 Colonel By Drive, Ottawa, Ontario K1S 5B6. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. Carleton University is committed to equality of employment for women, Aboriginal people, visible minorities, and persons with disabilities. Persons from these groups are encouraged to apply. The next deadline for applications is December 15, 1997.

POLITICAL SCIENCE

THE UNIVERSITY OF LETHBRIDGE — Faculty of Arts and Science, Department of Political Science. Two Assistant Professor positions will be created (tenure-track) beginning July 1, 1997. Subject to budgetary approval, the other will be a ten-month term beginning August 1, 1997. PhD in Political Science is a minimum requirement and teaching in an university with good opportunities for research and scholarly activity; ability to teach course in some combination of methodological, political behavior, comparative politics (developed national and political theory). The successful candidates will be expected to teach introductory and advanced courses in the aforementioned fields and to develop a continuing research program in Political Science. In accordance with Canadian Immigration Regulations, this advertisement is directed to Canadian citizens and permanent residents of Canada. The University expects to hire individuals who have demonstrated potential for excellence in teaching, research and scholarship. The University is an equal opportunity employer and offers a non-smoking environment. The current minimum salary for an Assistant Professor is \$37,350.00 per annum. Applicants should send a letter describing interests and qualifications in all areas of teaching competence, and attach a curriculum vitae, transcripts, course outlines, teaching evaluations, and a statement of teaching philosophy. In addition, applicants should arrange to have three letters of reference sent to: Dr. Peter McCormick, Chair, Department of Political Science, The University of Lethbridge, 4401 University Drive, Lethbridge, Alberta, T1K 3M4. Telephone: (403) 325-3580, Fax: (403) 325-7148, e-mail: hodgson@uleth.ca. Home page is located at <http://home.uleth.ca/pol>. The closing date for applications is January 31, 1997.

UNIVERSITY OF CALGARY — Assistant Professor. Political Science. The University of Calgary invites applications for a four-year "contingent term" appointment at the Assistant Professor rank, to begin July 1, 1997, with the possibility of a permanent appointment. A PhD is required at the time of appointment. The successful candidate will be expected to teach introductory political, political ideologies, gender politics and introductory international relations courses in accordance with Canadian immigration requirements, priority will be given to Canadian citizens and permanent residents of Canada. The University of Calgary is committed to Employment Equity. The closing date for applications is February 1, 1997. Applicants should send a letter of application, three letters of reference, and a curriculum vitae, to: Dr. Ronald C. Keith, Head, Department of Political Science, University of Calgary, 2500 University Dr. N.W., Calgary, Alberta, Canada T2N 1N4. Fax: (403) 243-4773; e-mail: rkeith@ucalgary.ca.

UNIVERSITY OF VICTORIA — The Department of Political Science at the University of Victoria invites applications for a tenureable position at the Assistant Professor level in Comparative European Politics. The successful candidate will have a leadership role in an interdisciplinary program in European Studies. Applicants should

have a completed PhD, a strong record of publication and teaching, fluency in some European languages, research experience in Europe, and the ability to work with scholars studying and teaching in Europe from a variety of perspectives. The Department of Political Science is strongly committed to both excellence and equity and to increasing the diversity of approaches and perspectives in teaching and research. The University of Victoria is an equal opportunity employer and encourages applications from women, persons with disabilities, visible minorities, and Aboriginal persons. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. Other qualified candidates are encouraged to apply. The closing date for applications is February 21, 1997. Applications, including a curriculum vitae, should be sent to Professor James Tully, Chair, Department of Political Science, University of Victoria, P.O. Box 3650, Victoria B.C. V8W 3P6. Applicants should ask three referees to send letters of reference to the Chair.

THE UNIVERSITY OF NEW BRUNSWICK, Saint John Campus, Department of History and Politics invites applications for a tenure-track position in Political Science. The appointment will commence July 1, 1997, subject to budgetary approval. Candidates should have a doctorate. ADR will be considered, but only under exceptional circumstances and if they show evidence of imminent potential. The successful candidate will be able to teach Canadian Politics with an emphasis on Public Policy and Policy Analysis. The successful candidate should have a strong background in research and teaching interests in Political Studies; as the successful candidate may be called upon to help with the establishment of a Centre for Policy and Political Studies, salary will be commensurate with qualifications and experience. Applications, with curriculum vitae and references, should be sent to: Dr. F.K. Donnelly, Chair, Department of History and Politics, University of New Brunswick, P.O. Box 5050, Saint John, N.B. E2L 4L5, or faxed to 506-648-5799. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents of Canada. The University of New Brunswick is committed to the principle of employment equity.

MCILL UNIVERSITY — The Department of Political Science invites applications for a tenure-track position in Political Theory. The position is open with regard to specialization. Candidates should be able to teach a wide range of courses at the undergraduate and graduate levels in political theory. Applicants should have three letters of reference, a statement of research and teaching skills of the applicant. The applicant is expected to be at the level of Assistant Professor and begin September 1, 1997. The deadline for applications is February 15, 1997. Please forward your materials to: Prof. Hudson Medwell, Chair, Department of Political Science, McGill University, 855 Sherbrooke Street West, Montreal, Quebec, Canada, H3A 2T7. McGill University is committed to equity in employment. In accordance with Canadian Immigration requirements, the advertisement is directed to Canadian citizens and permanent residents of Canada.

PSYCHOLOGY

TRINITY WESTERN UNIVERSITY — The Department of Psychology invites applications for a tenure-track position at the Assistant Professor rank to commence on August 15, 1997. While the successful candidate will teach a diversity of undergraduate courses, a strong emphasis will be placed on the teaching of research and scientific inquiry and abnormal psychology will be an asset. Doctorate preferred. Trinity Western University is a Christian liberal arts university affiliated with the Evangelical Free Church of Canada. Applicants must be able to support the university's Statement of Faith and Community standards. A statement of interest should be sent to: Dr. Harro Van Brummelen, Assistant Dean of Social Sciences and Education, Trinity Western University, 7600 Glover Road, Langley, B.C. V2Y 1T1. Fax: 604-888-1225; e-mail: vanbrummelen@twu.ca. In accordance with Canadian Immigration

requirements, this advertisement is directed to the first instance to Canadian citizens or permanent residents.

THE UNIVERSITY OF WESTERN ONTARIO — Department of Psychology. Invites applications for a probationary (tenure-track) position at the Assistant Professor level. Individuals with research interests in any area of Clinical Psychology are invited to apply as our intention is to have the strongest candidate regardless of specialty area. The successful candidate will have strong doctoral-level academic training, demonstrated ability in research and teaching. The Clinical program adheres to the scientist-practitioner model and a CPA and APA accredited. Applicants should submit a vita, copies of representative publications, and arrange to have three letters of recommendation sent to: Dr. Owe Seligman, Chair, Department of Psychology, The University of Western Ontario, London, Ontario, Canada, N6A 3K2. This position is subject to budgetary approval. The scheduled starting date is July 1, 1997. In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents of Canada. The University of Western Ontario is committed to employment equity, welcomes diversity in the workplace, and encourages applications from all qualified individuals including women, members of visible minorities, Aboriginal persons, and persons with disabilities.

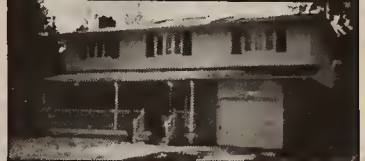
SIMON FRASER UNIVERSITY — The Department of Psychology at Simon Fraser University invites applications for a tenure-track position at the Assistant Professor level in the area of developmental psychology. The department is particularly interested in individuals with an active research program in the development of basic processes (sensorimotor development, perception, memory, early learning, cognition, language

requirements, this advertisement is directed to the first instance to Canadian citizens or permanent residents.

THE UNIVERSITY OF WESTERN ONTARIO — Department of Psychology. Invites applications for a probationary (tenure-track) position at the Assistant Professor level. Individuals with research interests in any area of Clinical Psychology are invited to apply as our intention is to have the strongest candidate regardless of specialty area. The successful candidate will have strong doctoral-level academic training, demonstrated ability in research and teaching. The Clinical program adheres to the scientist-practitioner model and a CPA and APA accredited. Applicants should submit a vita, copies of representative publications, and arrange to have three letters of recommendation sent to: Dr. Owe Seligman, Chair, Department of Psychology, The University of Western Ontario, London, Ontario, Canada, N6A 3K2. This position is subject to budgetary approval. The scheduled starting date is July 1, 1997. In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents of Canada. The University of Western Ontario is committed to employment equity, welcomes diversity in the workplace, and encourages applications from all qualified individuals including women, members of visible minorities, Aboriginal persons, and persons with disabilities.

SIMON FRASER UNIVERSITY — The Department of Psychology at Simon Fraser University invites applications for a tenure-track position at the Assistant Professor level in the area of developmental psychology. The department is particularly interested in individuals with an active research program in the development of basic processes (sensorimotor development, perception, memory, early learning, cognition, language

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The University of New Brunswick Vice President (Research and International Cooperation)

The University of New Brunswick invites applications for the position of Vice-President (Research and International Cooperation). The Vice-President (Research and International Cooperation) is responsible for enhancing the research stature and international presence of UNB.

The successful candidate is expected to provide leadership in fostering an environment favourable to research and in encouraging research by over 500 faculty members in Faculties of Administration, Business, Arts, Computer Science, Education, Engineering, Forestry and Environmental Management, Law, Nursing, Kinesiology, Science, Applied Science and Engineering on the Fredericton and Saint John campuses. The position carries responsibility for the administration of a wide range of research programs, institutes, centres, chairs and policies in cooperation with other University bodies such as the School of Graduate Studies. The Vice-President will play a major role in building relations with government, industry and community agencies to increase research funding and research opportunities for faculty and the University. The Vice-President's mandate includes the stimulation, coordination and management of international initiatives and programs on behalf of the University.

The appointment commences 1 July 1997 for a term of five years. Applications and nominations, including a c.v. and brief statement of qualifications should be submitted by Friday 7 March 1997 to:

Elizabeth Parr-Johnston, President
University of New Brunswick
P.O. Box 4400
Fredericton, New Brunswick
E3B 5A3

In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. The University of New Brunswick is committed to the principle of employment equity.

BIOETHICIST

The University of Calgary Office of Medical Bioethics invites applications for a full-time academic position as a Bioethicist at the Assistant Professor level or higher. This position provides an excellent opportunity for collaboration in scholarship with meaningful involvement in ethics education, as well as in research and clinical ethics within a vigorous and growing group in the Office of Medical Bioethics.

Qualifications include a PhD and/or MD with additional formal training in bioethics. Individuals with expertise in philosophy, bioethics, or law and a record of excellence in research and teaching, are particularly encouraged to apply.

In accordance with Canadian immigration requirements, priority will be given to Canadian citizens and permanent residents of Canada. The University of Calgary is committed to Employment Equity.

Please submit a curriculum vitae, a statement of interests and career goals, and the names of three referees, by February 28, 1997, to:

Dr. T.D. Kinsella, Director
Office of Medical Bioethics
Faculty of Medicine
The University of Calgary
3330 Hospital Drive N.W.
Calgary, Alberta, Canada T2N 4N1



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Nipissing University Faculty of Education

The Faculty of Education at Nipissing University invites applications for the following positions:

Physical and Health Education (Tenure Track)
Curriculum Methods (Limited Term)
Language Arts (Limited Term)
Social Studies (Limited Term)

The Faculty of Education offers a consecutive program leading to a Bachelor of Education degree with teacher certification and a Master of Education program. Nipissing also offers a full range of additional qualifications and extension courses throughout Northeastern and Midnorthern Ontario.

In addition to teaching in the pre-service program and assisting in the M.Ed. and in-service programs, successful candidates will be expected to pursue related areas of scholarship and research. Preferred candidates will have a doctoral degree, demonstrated research competence, relevant employment experience and professional credentials.

Rank and salary will be commensurate with qualifications and experience.

The application deadline is 28 February 1997. Positions are subject to final budgetary approval.

Applications should include: a curriculum vitae; the names, addresses and phone numbers of three referees; a statement of research interests; and an example of a recently published work. Applications should be directed to:

Dr. Laverne Smith
Acting Vice President (Academic)
Dean of Education
Nipissing University
100 College Drive, Box 5002
North Bay, Ontario, P1B 8L7.



In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. Nipissing University is an equal opportunity employer.

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THE FOUNDATION TO PROMOTE LITERACY IN CANADA



St. Francis Xavier University Dean, Faculty of Arts

St. Francis Xavier University invites applications and nominations for the position of Dean, Faculty of Arts.

St. Francis Xavier University is committed to being at the forefront of university adaptation to the new environment of learning technology. St. F. X. has a national reputation for the quality of its academic programs. As a primarily undergraduate university with 3,500 full-time equivalent students from all parts of Canada and abroad, St. F. X. places a premium on teaching innovation, and the accompanying research, that is central to a modern undergraduate education. St. F. X. also has a deep commitment of service to the broader community at home and abroad, based on over 140 years of Catholic character and tradition.

The Faculty of Arts offers the following degree programs: Bachelor of Arts, Bachelor of Business Administration, Bachelor of Information Systems, Bachelor of Education and Bachelor of Arts in Music. Honours programs are available in most departments. The Faculty consists of more than 100 members in 15 departments.

The normal term of appointment is six years and is renewable. The appointment will take effect on July 1, 1997.

Applications and nominations will be received until February 28, 1997. An application accompanied by a curriculum vitae and the names of three referees may be sent in strict confidence to:

Dr. Sean Riley
President and Vice-Chancellor
St. Francis Xavier University
P.O. Box 5000
Antigonish, NS B2G 2W5

St. Francis Xavier University is an equal opportunity employer

CLASSIFIEDS

development) in history (the first 3 years). Please submit a curriculum vitae, the names of three references from whom confidential letters of reference may be sought, copies of representative publications and a summary of research objectives to: Dr. Elmer W. Ames, Department of Psychology, Simon Fraser University, Burnaby, B.C. V5A 1S6. Deadline for receipt of applications is February 15, 1997. This position is subject to budgetary approval. In accordance with Canadian Immigration requirements, priority will be given to Canadian citizens and permanent residents. Simon Fraser University is committed to the principle of equal employment opportunities to all qualified applicants.

RELIGIOUS STUDIES

UNIVERSITY OF WINNIPEG — The Department of Religious Studies at the University of Winnipeg invites applications for a probationary tenure track position in Religion and Culture, at either the Assistant or Associate rank subject to budgetary approval, the appointment is effective July 1, 1997. Salary commensurate with qualifications and experience. Each candidate will demonstrate an ability to deal with social and ethical

issues in the religiously plural context of Canadian society. An ability to do gender nuanced analysis of Canadian religious phenomena is also expected. The successful candidate will conduct research and teach an introductory course on Religion in Canada, and other courses in such areas as: religious in context, conflict and change; cultural and religious crises generated under the conditions of "modernity"; sexuality in religious contexts; and method and theory in the study of religion. An ability to teach courses from a cross-cultural perspective is expected. Although teaching responsibilities will be primarily at the undergraduate level, there will be occasional opportunities for developing and teaching courses at the Masters level. Preference will be given to the candidates with a completed PhD. The application deadline is February 14, 1997, though earlier application is strongly encouraged. Applicants should include a cover letter, a curriculum vitae, three letters of reference, evidence of teaching ability and one sample of the applicant's work, and should be addressed to: Dr. Peggy L. Day, Chair, Religious Studies Department, University of Winnipeg, 515 Portage Avenue, Winnipeg, MB R3B 2E9. In accordance with Canadian Immigration requirements, preference must be given to Canadian citizens

and permanent residents. The University of Winnipeg is committed to employment equity.

RESPIRATORY MEDICINE

THE UNIVERSITY OF CALGARY — Department of Paediatrics and the Calgary Regional Health Authority invite applications for a full-time academic position in the Division of Respiratory Medicine to participate in patient care, teaching and research at the Alberta Children's Hospital site. This position offers extensive collaborative potential within a multidisciplinary clinical, research and education environment. Qualifications include certification in Paediatric Respiratory Medicine, eligibility for licensure in the Province of Alberta, and a demonstrated interest in research and education. In accordance with Canadian immigration requirements, priority will be given to Canadian citizens and permanent residents of Canada. The University of Calgary is committed to Employment Equity. Please submit applications, including a curriculum vitae and the names of three references, by February 15, 1997, to: Dr. D.G. Gill, Head, Department of Paediatrics, The University of Calgary, 1201 Richmond Road S.W., Calgary, Alberta, Canada T2T 5C7.

SECONDARY EDUCATION

UNIVERSITY OF ALBERTA — Chair, Department of Secondary Education. Faculty of Education, University of Alberta, invites applications and nominations for a full-time academic tenure position at Chair, Department of Secondary Education, located in one of the largest Faculties of Education in Canada, the Department consists of 20 faculty, 4 teaching associates, and 12 seasonal instructors. It offers undergraduate programs in B.A. Business, Career & Technology Studies, Drama, English, Biological Sciences, General Studies, Physical Sciences, Home Economics, Industrial Education, Mathematics, Music, Physical Education, Second Languages and Social Studies Education. Secondary Education offers PhD, EdD, MEd (thesis and course-based) programs in curriculum and teaching in subject specializations (grades 7-12), interdisciplinary studies in curriculum equity, pedagogical theories, and teacher education. The graduate program, with a current enrolment of 70 students, is recognized as one of the leading curriculum programs in Canada. The successful candidate will provide dynamic and innovative leadership during an important period of reorganization in the faculty which includes development of collaborative research initiatives, program development and changes, and recruitment of faculty and graduate students. Applicants will have strong academic qualifications, demonstrated leadership and management qualities, and a strong commitment to excellence in teaching and research. The appointment will normally be for a five-year term, commencing July 1, 1997, with a base rate of \$60,573. The application deadline is March 15, 1997. Applicants should submit a current curriculum vitae, statement of research inter-

ests, and example of a recently published work, and the names of three referees to: Dr. Larry S. Beauchamp, Dean, Faculty of Education, University of Alberta, 805 Education South, Edmonton, AB, Canada T6G 2G5. In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. It is suitable Canadian citizens and permanent residents cannot be found, other individuals will be considered. The University of Alberta is committed to the principle of equal employment. As an employer we welcome diversity in the workplace and encourage applications from all qualified women and men, including Aboriginal persons, persons with disabilities, and members of visible minorities.

SOCIAL WORK

YORK UNIVERSITY — The School of Social Work, Atkinson College, York University, invites applications for two tenure stream positions at the Assistant Professor level beginning July 1, 1997 or as soon as may be arranged. The appointments are subject to budgetary approval by the University. Atkinson College is a faculty of York University whose mission is to provide a range of degree programmes for adult students studying on a full-time and part-time basis, primarily through evening courses, daytime courses are also available. The School offers both part-time and full-time B.S.W. and M.S.W. programmes. The School of Social Work is committed to critical and interdisciplinary approaches to social work. Applicants must possess a PhD/D.S.W. and record of scholarly research and publications or strong evidence of research potential. The appointee will be expected to contribute to both the B.S.W. and M.S.W. degree programmes. Applicants will be considered from all fields, but preference may be given to those with competence in international perspectives on social work (e.g. migration, globalization, development), organizations, native issues and community work. The applicants should submit a curriculum vitae, along with the names and addresses of three referees by March 15th to the Chair of the Search Committee, School of Social Work, Atkinson College, York University, 4700 Keele Street, North York, Ontario, M3J 1P3. York University is implementing a policy on employment equity, including affirmative action for women faculty. In accordance with Canadian immigration requirements, the advertisement is directed to Canadian citizens and permanent residents of Canada.

SOCIOLOGY

THE UNIVERSITY OF LETHBRIDGE — Faculty of Arts and Science, Department of Sociology, invites applications for a one-year limited term beginning July 1, 1997, likely to become probationary (tenure-track), subject to budgetary approval. PhD required. Areas of specialization open, with a preference for those who can teach minorities, health, demography and/or aging. In accordance with Canadian Immigration Regulations, this advertisement is directed to Canadian citizens

and permanent residents of Canada. The University aspires to hire individuals who have demonstrated potential for excellence in teaching, research and scholarship. The University is an equal opportunity employer and offers a non-union employment environment. The current minimum salary for an Assistant Professor is \$37,350.00 per annum. Send applications, including a curriculum vitae, transcripts, a statement of research interests, teaching philosophy and arrange to have three letters of reference sent to: Dr. Patricia Chudryk, Chair, Department of Sociology, The University of Lethbridge, 4401 University Drive, Lethbridge, Alberta, T1K 3M4. Telephone: (403) 325-2554, Fax: (403) 325-2085, E-mail: Chudryk@y.uleth.ca. The closing date for applications is January 31, 1997.

TRENT UNIVERSITY — The Department of Sociology invites applications for one tenure track and one 2-year limited term appointment, at the Assistant Professor level, commencing July 1, 1997. Both positions are currently subject to budgetary approval. Applicants should have a PhD and a demonstrated record in research and teaching. The Department is interested in candidates with a wide range of interests, such as critical sociology, social policy, theory and community studies, knowledge and technology, and rural and community studies. All members of the Department are encouraged to apply. Applications should be submitted by January 31, 1997 to Professor Alena Hestler, Chair, Department of Sociology, Trent University, Peterborough, Ont., K9J 7B8. Trent University is an employment equity employer, and especially invites applications from women, aboriginal persons, visible minorities and disabled persons. In accordance with Canadian immigration regulations, this advertisement is

directed to Canadian citizens and permanent residents of Canada.

BROCK UNIVERSITY — The Department of Sociology at Brock University invites applications for a probationary (tenure-track) appointment at the rank of Assistant Professor, effective July 1, 1997 and subject to budgetary approval. The successful candidate will have a recently completed PhD in Sociology (or closely related discipline) with a specialization in Social Policy, particularly methodological issues associated with developing social policy, together with a practical experience and significant interest in Health, Life Course, Education, or Development. A demonstrated aptitude for undergraduate teaching, an ability to teach methodology and contemporary theory courses, and evidence of potential to develop a program of independent research and scholarship in a relevant area of specialization are required. Applicants should submit by March 1, 1997 a letter of application accompanied by a curriculum vitae and selected reprints and preprints of published work, and arrange to have three letters of reference sent to: Professor Daniel G. Glenday, Chair, Appointments Committee, Department of Sociology, Brock University, St. Catharines, Ontario L2S 3A1. In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. Qualified women and men are equally encouraged to apply.

SPANISH & LATIN AMERICAN STUDIES

UNIVERSITY OF WATERLOO — The Department of Spanish and Latin American Studies at the University of Waterloo offers employment for a two-year (limited term) appointment. Although we encourage candidates with a PhD in any area of Hispanic Studies to apply, strong con-

CAUT ACPPU BULLETIN

PUBLISHER'S STATEMENT DECLARATION DE L'ÉDITEUR

The publisher will not accept advertising notices of academic positions restricting applications on grounds of race, national origin, religion, colour, sex, age, marital status, family status, ethnicity, handicap, sexual preference, social origin, or political beliefs or affiliation. CAUT expects that all positions advertised in the Bulletin are open to both men and women. Advertisements using gender specific language will not be accepted except when the language has been mandated by Human rights legislation. Where any bona fide reason for exemption from general policy stated above exists, it is the responsibility of the institution which intends to place a restrictive advertisement to provide the Editor of the Bulletin with a statement as to these reasons.

Many Canadian universities are signatories to the Federal Contractors Program. The program requires that suppliers of goods and services to the federal government who employ 100 persons or more and who want to bid on federal contracts (including research contracts) of \$200,000 or more must commit themselves to implementing employment equity as a condition of their bid. This commitment requires the identification and removal of artificial barriers to the selection, hiring, promotion and training of women, aboriginal peoples, persons with disabilities and visible minorities. As a result, applications for some positions advertised in the Bulletin may be asked to provide information of a confidential nature.

As a service to CAUT members interested in positions available in other countries, the Bulletin accepts advertisements for these positions. The view of academic freedom and the extent to which it is protected in other countries may vary. Except in the case of the United States, where the Association of American University Professors (AAUP) investigates alleged violations of academic freedom, there is no mechanism by which we can provide any verifiable information concerning the state of academic freedom at universities outside of Canada. CAUT publishes a list of universities censured by AAUP twice a year. Further information about these censures can be obtained by writing to: AAUP, Suite 500, 1012 - 14th St. N.W., Washington, DC 20005; tel: 202-737-5500.

L'éditeur n'accepte pas d'annonces de postes d'administration ni d'enseignement qui restreignent les candidatures pour des raisons de race, d'origine raciale, de religion, de couleur, de sexe, d'âge, d'état civil, de situation familiale, d'ethnie, d'handicap, d'orientation sexuelle, d'origine sociale ou de convictions ou d'attitudes politiques, de la race ou de l'origine sociale. CAUT s'attend à ce que tous les postes annoncés dans le Bulletin soient offerts aux hommes et aux femmes. Les annonces utilisant un langage sexiste ne sont pas acceptées à moins que la loi sur les droits de la personne ne le permette. Si l'annonce d'un établissement qui a l'intention de faire paraître une annonce restrictive de fournir à la rédaction du Bulletin une déclaration expliquant ces raisons.

Beaucoup d'universités canadiennes sont jointes au Programme de contrats fédéraux. Le programme exige que les fournisseurs de biens et services du gouvernement fédéral qui emploient au moins 100 personnes et veulent soumissionner des contrats fédéraux de \$200 000 ou plus doivent s'engager, comme condition de la soumission, à appliquer l'équité dans l'emploi. Cet engagement exige que l'on supprime tout obstacle artificiel à la sélection, à l'embauche, à l'avancement et à la promotion des femmes, des autochtones, des personnes handicapées et des minorités visibles. À cette fin, on pourra demander aux candidats à certains postes annoncés dans le Bulletin de fournir des renseignements d'un caractère confidentiel.

Le Bulletin accepte les offres d'emploi à l'étranger du Canada à titre de service pour les membres de l'ACPPU qui pourraient être intéressés. La perception de la liberté universitaire et son degré de protection peut varier d'un pays à l'autre. À l'exception des États-Unis, où l'Association of American University Professors enquête sur les prétendues violations de la liberté universitaire, il n'existe aucune méthode nous permettant de vérifier la situation de la liberté universitaire dans les universités étrangères. Deux fois par année, l'ACPPU publie une liste d'universités censurées par l'AAUP. Plus d'informations sur ces censures, prière d'écrire à: AAUP, suite 500, 1012 14th St. N.W., Washington, DC 20005; tél: (202) 737-5500.

ADVERTISING DEADLINES

The Bulletin is published 10 times during the academic year: 1st week of each month September through June.

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CLASSIFIED Feb 7/97 - 12 pm	CLASSIFIED Mar 7/97 - 12 pm	CLASSIFIED Apr 7/97 - 12 pm
DISPLAY Feb 14/97 - 12 pm	DISPLAY Mar 14/97 - 12 pm	DISPLAY Apr 14/97 - 12 pm

DATES LIMITES

The Bulletin is publié dix fois pendant l'année universitaire, soit la première semaine de chaque mois, de septembre à juin.

MAR AVR MAI

PETITES ANNONCES 7 fév/97 - 12h00	PETITES ANNONCES 7 mar/97 - 12h00	PETITES ANNONCES 7 avr/97 - 12h00
GRANDES ANNONCES 14 fév/97 - 12h00	GRANDES ANNONCES 14 mar/97 - 12h00	GRANDES ANNONCES 14 avr/97 - 12h00

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* Agency commission 15% (camera-ready artwork required)

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* Commission de 15 % des agences (illustrations prêtées à photocopier)

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sideration will be given to those candidates with specific interest in language teaching and experience in the use of computer language technology. Ability to teach courses in Peruvian literature and/or culture courses in English will also be an asset. The successful candidate must have excellent command of both the Spanish and English languages, and must show potential for outstanding teaching and research in the area of higher interest. The appointment will be made at the Assistant Professor level and salary will be the floor for that rank. The appointment will be effective July 1, 1997 to June 30, 1999. The closing date for applications will be when the position is filled. Send applications including curriculum vitae and the names of three referees to: A. Fama, Chair, Spanish and Latin American Studies, University of Waterloo, Waterloo, Ontario N2L 3G1. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents.

STATISTICS & ACTUARIAL SCIENCE

UNIVERSITY OF WATERLOO — The Department of Statistics and Actuarial Science invites applications for one or more Post-Doctoral positions in Statistics. Successful applicants will work with members of the Department on research problems in statistics. Candidates with an interest in any area of statistics, biostatistics, industrial statistics or statistical computing are encouraged to apply. Candidates must have completed all requirements for a PhD in Statistics or closely related area at the time the appointment begins. Appointment may begin January 1, 1997 or later. Applications will be accepted until February 28, 1997. Please submit a curriculum vitae as well as information on teaching and consulting experience, and arrange for three letters of reference to be sent to: Professor Mary E. Thompson, Chair, Department of Statistics and Actuarial Science, University of Waterloo, Waterloo, Ontario N2L 3G1 Canada. These appointments are subject to the availability of funds. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. The University of Waterloo encourages applications from all qualified individuals including women, members of visible minorities, native people, and persons with disabilities. **UNIVERSITY OF WATERLOO** — Department of Statistics and Actuarial Science. The University is committed to equality of employment for women, aboriginal people, visible minorities, and persons with disabilities. Persons from these groups are encouraged to apply. The deadline for applications is February 15, 1997.

ACCOMMODATIONS

TORONTO RENTAL Central fully furnished flat, May-Dec 97 (half sublet), \$550/mo incl. 2nd & 3rd fl. of house, fully ren., 12' loft master bedroom, study/bedroom, eat-in kitchen, washer-dryer parking, public transport 20 min. drive to downtown. Call 416-593-4000 or Mr. Yoo, 416-593-4000, fax 416-593-4000, e-mail: aron@erda.glenol.yorku.ca. **HEATHRIDGE** Spacious, architect built, detached house. Double sales without windows overlooking large backyard. Deck, stone fireplace, two bedrooms, two studies. Quiet neighborhood near all transportation or driven minutes to downtown. No pets, non-smokers preferred. Available Sept-Dec 1997 or Sept 1997 - June 1998. \$1500 monthly plus utilities. Phone or Fax (514) 483-5612, e-mail: mla@alcor.concordia.ca. **LANGUEDOC** — Owners rent elegant village house near Montpellier, Sept. 1, 1997 - June 30, 1998. \$1200 per month. (514) 487-2312. **PROVENCE** South of France. 3-bedroom house (furnished) in the picturesque village of Polignac, 20 km. east of Aix-en-Provence. Phone, washer, central heating. Available from January 1997. \$1000.00 per month including utilities. Beth, (416) 978-4558 or 588-7580 or 5500@toronto.ca. **SABBATICAL RENTAL** — Firenze, Italy. Historic Centre attractive one-bedroom apartment, sleeps 2. Monthly Italian Lira 1,500,000 + unit-weekly 700,000 all incl. - Spezzato 011-39-55-245-730. **Educators Bed & Breakfast Network** — \$27 a night for two. Private membership travel network of 6883 for educators. Stay with members at 3150 locations in 40 countries. Choose your destination and we do the rest. Call (800) 377-9480, write box 5275, Eugene, OR 97403, Fax (416) 886-5818, or try our Homepage: <http://www.educf.org/~eddbnet>.

DISTINGUISHED SERVICE AWARD

Request for Nominations: The CAUT Academic Librarians' Distinguished Service Award has been established in order to recognize outstanding service by academic librarians or faculty who have contributed to the advancement of the status and/or working conditions of academic librarians at Canadian universities.

Candidates must be either librarians or faculty members. Although they may not be currently employed in an academic library or university, their contributions during their careers must have benefitted academic librarians.

The Criteria: Candidates will be assessed on their contributions to the advancement of the status and/or working conditions of academic librarians at either the local, regional or national level. Nominations will be reviewed and the recipient selected by an independent jury, elected by the CAUT Librarians' Committee. The award will be made at CAUT Council in November 1997 in Ottawa.

Nominations must be accompanied by a brief statement of why the nominator feels the nominee qualifies for the award, letters from two referees and whatever other appropriate documentation is necessary to illustrate and support the nominee's contributions.

Nomination Deadline: All nominations for the 1997 Academic Librarians' Distinguished Service Award must be received by February 21, 1997. Nominations should be addressed to: Ken Field, Chair, CAUT Librarians' Committee, c/o Lynn Braun or Bob Moore, 2675 Queensview Drive, Ottawa, Ontario, K2B 8K2.

CANADIAN ASSOCIATION OF UNIVERSITY TEACHERS



1997 Sarah Shorten AWARD

Request for Nominations

The CAUT Status of Women Committee requests nominations for the 1997 Sarah Shorten Award.

The Sarah Shorten Award was established in 1990 to recognize outstanding achievements in the promotion of the advancement of women in Canadian universities.

Faculty associations, status of women committees, or any other interested parties are invited to submit nominations for the Sarah Shorten Award. Nominations, once made, will remain in the nomination pool for the following year and will then expire. Renominations will be accepted.

Nominations should include the following:

- a letter of nomination giving a detailed statement describing specifically the contributions and achievements of the candidate as they relate to the advancement of women in the university;
- a full curriculum vitae; and
- letters of support.

Please indicate your willingness to release your letter to the 1997 recipient of the award.

The criteria used by the Committee for its recommendation to CAUT Council are as follows:

1. Candidates need not be a member of the university community but the results of their contribution(s) must have benefited women in the university;
2. The candidate's contribution(s) may have benefited any of all groups of women (faculty, students, staff) in the university community;
3. The form(s) of the candidate's achievement(s) may include but are not limited to the following: organizational leadership, policy implementation, legislation, publication, educational initiatives, or dedicated service;
4. The outstanding quality of the contribution may derive from the result of a single project or activity, or the accumulation of efforts through consistent involvement over a long period of time in supporting the advancement of women in the university; and
5. The candidate's contributions to the advancement of women in the university may have been focused locally (in a single university), provincially, regionally, nationally, or a combination of these.

Nomination deadline:

The nomination deadline for the 1997 Sarah Shorten Award is February 28, 1997, but the CAUT Status of Women Committee will entertain nominations at any time for future recipients.

Nominations should be addressed to: CAUT Status of Women Committee c/o Maureen Webb Canadian Association of University Teachers 2675 Queensview Drive Ottawa, ON K2B 8K2

CANADIAN ASSOCIATION OF UNIVERSITY TEACHERS ASSOCIATION CANADIENNE DES PROFESSEURES ET PROFESSEURS D'UNIVERSITÉ



PRIX Sarah-Shorten 1997

Appel de candidatures

Le Comité du statut de la femme de l'ACPPU lance un appel de candidatures pour l'attribution du prix Sarah-Shorten de 1997.

Institué en 1990, le prix Sarah-Shorten a pour but de reconnaître les réalisations exceptionnelles d'une promotrice de l'avancement des femmes dans les universités canadiennes.

L'invitation s'adresse aux associations de professeurs, aux comités du statut de la femme ou aux parties intéressées. Dès qu'elles sont soumises, les candidatures sont conservées dans les dossiers jusqu'à la fin de l'année suivante. Les candidatures qui seront présentées de nouveau seront acceptées.

Les pièces suivantes accompagnent les mises en candidature :

- une lettre de mise en candidature énonçant en détail les contributions de la candidate à l'avancement des femmes à l'université et ses réalisations dans ce domaine;
- un curriculum vitae complet de la candidate proposée;
- des lettres d'appui.

Prière d'indiquer si vous consentez à ce que votre lettre soit remise à la lauréate de 1997.

Les critères dont le Comité se sert pour recommander une candidature au Conseil de l'ACPPU sont les suivants :

1. Il n'est pas nécessaire qu'une candidate soit membre de la communauté universitaire, mais le résultat de ses contributions doit avoir été à l'avantage des femmes à l'université;
2. Ses contributions peuvent avoir avantage l'un ou l'autre ou tous les groupes de femmes (professeurs, étudiantes, membres du personnel) de la communauté universitaire;
3. Ses réalisations peuvent avoir eu diverses formes, notamment un leadership organisationnel, la mise en œuvre de politiques, une mesure législative, la publication, des initiatives pédagogiques ou un dévouement exceptionnel;
4. La qualité remarquable de la contribution peut être celle d'un projet ou d'une activité unique ou bien peut être constituée par un grand nombre de réalisations échelonnées sur une longue période de temps, au cours d'un engagement suivi dans le soutien de l'avancement des femmes à l'université;
5. Ses contributions à l'avancement des femmes dans l'université peuvent s'être concentrées à l'échelle locale (dans une seule université), ou à l'échelle provinciale, régionale ou nationale, ou à tous ces niveaux à la fois.

Date limite :

La date limite de réception des mises en candidature pour le prix Sarah-Shorten 1997 est le 28 février 1997, mais le Comité du statut de la femme de l'ACPPU accueillera des candidatures n'importe quand pour les lauréates futures.

Prière d'adresser les mises en candidature à l'adresse suivante :

Comité du statut de la femme de l'ACPPU
a/s Mme Maureen Webb, Association canadienne des professeurs et professeurs d'université
2675, promenade Queensview
Ottawa (Ontario) K2B 8K2

PRIX DES BIBLIOTHÉCAIRES POUR SERVICES ÉMÉRITES

Mises en candidatures : Le prix des bibliothécaires pour services émérites de l'ACPPU a été créé dans le but de reconnaître les services remarquables de bibliothécaires ou de professeurs ayant contribué à l'avancement du statut ou des conditions de travail des bibliothécaires d'universités canadiennes.

Les candidats doivent être bibliothécaires ou professeurs. Même s'ils ne travaillent pas présentement dans une bibliothèque universitaire ou dans une université, leur apport au cours de leur carrière doit avoir profité aux bibliothécaires d'université.

Les critères de sélection : Les candidatures seront évaluées selon l'apport à l'avancement du statut ou des conditions de travail des bibliothécaires d'université, que ce soit à l'échelle locale, régionale ou nationale. Un jury indépendant, élu par le Comité des bibliothécaires de l'ACPPU, examinera les candidatures et choisira un lauréat ou une lauréate. Le prix sera remis à Ottawa, à l'occasion de l'Assemblée de novembre 1997 du Conseil de l'ACPPU.

Les personnes proposant des candidatures doivent également expliquer brièvement pourquoi, selon elles, leur candidat ou candidate mérite le prix, fournir deux lettres de recommandation et tout document pertinent prouvant l'apport de la personne proposée.

Date limite des mises en candidature : Toutes les candidatures au prix des bibliothécaires pour services émérites de 1997 doivent nous parvenir avant le 21 février 1997. Prière de les adresser à: Ken Field, président, Comité des bibliothécaires de l'ACPPU, a/s de Lynn Braun ou de Bob Moore, au 2675, promenade Queensview, Ottawa (Ontario) K2B 8K2.

ASSOCIATION CANADIENNE DES PROFESSEURES ET PROFESSEURS D'UNIVERSITÉ



New Quebec Policy Hampers Access to PSE

BILL BRUNEAU

THE PROVINCE OF QUEBEC HAS AN admirable record in providing public higher education to Québécois and to the people of the world. Since the great reforms of the 1960s, the people of Quebec have benefited from a network of public institutions in nearly every corner of the province.

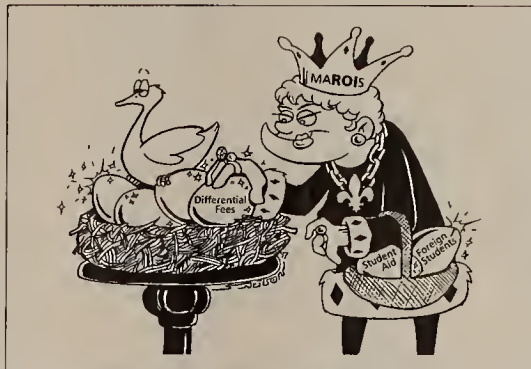
Quebec is a large province, and this costly endeavour required the commitment of successive federal and provincial governments. Federal transfers supported a significant part of Quebec's policy, but Quebec taxpayers have also recognized the importance of this immense project.

Students from all parts of Canada and much of the world know the Quebec system, value it, and maintain cultural and business ties with that province because of their experience in its universities. Graduates who stay in Quebec have been crucially important in the modernization of its social and economic life, and the worlds of literature and art in Quebec are the envy of all.

THIS achievement is at risk. At the end of November the Quebec government announced its decision to impose differential fees on Canadian students coming to Quebec from outside that province (See *Differential Fees in Quebec* on pages 6 & 7).

This is Quebec's third step away from a commitment to accessible, public higher education. The first was a decision some years ago to charge higher fees to foreign students. In this it was no different from every other province, and we regret all of those decisions.

Then Quebec decided its students would not normally receive student aid if they took their education outside the province. None of these steps supports accessibility or mobility. Yet in 1993, the Council of Ministers of Education



(CMEC) explicitly promised that all the provinces would do more — not less — for mobility. Quebec isn't the only province that has backed away from the 1993 promise in the area of portability, and that is all the more reason to worry about this latest turn of events.

In Quebec, as elsewhere, both levels of government until recently kept the system accessible to students from Canada and the world.

In Quebec, "access" has been achieved on a large geographical scale. Universities and CEGEPs grew up far from Québec city and Montréal. Universities received important financial assistance to keep tuition fees at reasonable levels. René Lévesque used to say he wanted "the little people" to be able to attend college and university, and that meant low tuition fees.

The latest Quebec policy is an attack on the idea of access to higher education in that province. The idea of differential fees erodes the ancient principle that universities

— and knowledge itself — are without borders. Bernard Shapiro rightly notes that the Quebec policy tries to ignore the explosion of knowledge in our time (See *Differential Fees Impoverish Us All* on page 6).

But the policy is a surprise in quite another sense. It will introduce a new inefficiency into post-secondary education. All provinces will have to decide whether to introduce differential fees, and bureaucracy will grow in order to administer that new world. Able students may no longer go to the universities best suited to them, and student flows will surely decline.

In his comments, François Tavenas questions the policy further (See *La hausse frapperait 16 900 Canadiens et étrangers* on page 7). He notes that professor/student ratios are higher in Quebec than elsewhere. The imposition of differential fees

won't produce the funds required to bring that ratio down. This leaves the possibility that even with the new differential fees, the government must eventually allow tuition fees to float free. The government has said it will continue to regulate fees, all the while cutting provincial grants (and this will sound familiar in nearly every province). It can't hold this line for long.

IN Hans Christian Andersen's fables there's the story of the goose that laid golden eggs. We all know what happened to that goose. It's at least possible that Quebec is making the same error the greedy king made in the fairy tale.

Our Québec colleagues, the FQPPU, have come out firmly against the new policy. The CAUT has a long-standing policy opposing differential fees. It will take a good deal of reasoning and politics to change the Quebec government's views, and that work should begin now. ■

Le Québec abandonne une fière tradition d'accessibilité aux études supérieures

LE QUÉBEC OFFRE AUX QUÉBÉCOIS ET AUX CITOYENS du monde un système d'enseignement supérieur public, une entreprise admirable. Depuis la grande réforme des années 1960, les Québécois ont profité d'un réseau d'établissements d'enseignement publics installés aux quatre coins de la province, ou presque.

Le Québec est une grande province et cette réforme coûteuse a nécessité l'engagement de gouvernements successifs, fédéraux et provinciaux. Les paiements de transfert fédéraux ont financé une grande partie de l'immense projet québécois, mais les contribuables de la province y ont aussi participé et ont reconnu son importance.

Les étudiants de tout le Canada et du monde connaissent le système québécois et l'apprécient. Ils maintiennent même des liens d'affaires et culturels avec le Québec parce qu'ils ont étudié dans ses universités. Les diplômés qui choisissent de s'établir au Québec jouent un rôle crucial dans sa vie sociale et économique. La littérature et les arts du Québec suscitent l'envie de tous.

CETTE grande entreprise est menacée cependant. En effet, à la fin de novembre, le gouvernement du Québec a annoncé sa décision d'imposer des droits de scolarité différentiels aux étudiants canadiens non résidents du Québec et fréquentant des universités québécoises (Voir *Droits différentiels au Québec* pages 6 et 7).

C'est la troisième fois que le Québec s'écarte de son engagement à offrir un enseignement supérieur et public. Le premier écart s'est produit il y a quelques années alors que le gouvernement a décidé de majorer les droits de scolarité pour les étudiants étrangers. Le Québec ne s'est toutefois pas dé-

marqué des autres provinces puisqu'il leur emboîtait le pas. Nous regrettons tous cette décision par ailleurs.

Le Québec a ensuite décidé que ses étudiants n'auraient normalement pas droit à une aide financière s'ils allaient étudier à l'extérieur de la province. Aucune de ces mesures n'appuie l'accessibilité ou la mobilité. Pourtant, le Conseil des ministres de l'Éducation (CMEC) a fait la promesse explicite en 1993 que toutes les provinces augmenteraient leurs efforts en matière de mobilité et non le contraire. Le Québec, d'ailleurs, n'est pas la seule province à avoir reculé, une raison de plus de s'inquiéter de sa dernière décision.

Au Québec, comme ailleurs, les deux paliers de gouvernement ont veillé jusqu'à tout récemment à rendre le système accessible aux étudiants canadiens et étrangers.

L'accessibilité, au Québec, s'est réalisée à large échelle. Des universités et des cégeps ont été construits loin de Québec et de Montréal. Dans l'intervalle, les universités ont reçu des subventions considérables pour maintenir les droits de scolarité à des niveaux raisonnables. René Lévesque aimait dire qu'il voulait que les petites gens puissent fréquenter le collège et l'université. Pour cela, il fallait des droits de scolarité peu élevés.

La dernière mesure du gouvernement québécois s'attaque à l'idée de l'accessibilité aux études supérieures au Québec. La notion de droits différentiels va à l'encontre du vieux principe selon lequel les universités, et le savoir par le fait même, n'ont pas de frontière. Bernard Shapiro fait remarquer, à bon droit, que la politique du gouvernement québécois ne tient aucunement compte de l'explosion des connaissances de notre époque. (Voir *Differential Fees Impoverish Us All* à la page 6.)

Cette politique, cependant, cause une surprise inattendue car elle va entraîner une nouvelle inefficacité dans le secteur de l'enseignement postsecondaire. En effet, toutes les provinces devront désormais décider d'imposer ou non des droits différentiels. La bureaucratie s'alourdira pour l'administration des nouvelles mesures, la mobilité des étudiants diminuera certainement et les étudiants qui le peuvent ne fréquenteront peut-être plus l'université qui leur convient le mieux.

Dans son article, François Tavenas va plus loin et souligne que le rapport professeur/étudiants est plus élevé au Québec qu'ailleurs (Voir *La hausse frapperait 16 900 Canadiens et étrangers* à la page 7). Il estime que l'imposition de droits différentiels ne génèrera pas les fonds nécessaires pour abaisser ce rapport. Même avec des droits différentiels, il reste la possibilité que le gouvernement finisse par libéraliser les droits de scolarité. Le gouvernement a déclaré, pourtant, qu'il continuerait de réglementer les droits de scolarité tout en réduisant ses subventions aux universités. (On a déjà été témoin de ce genre de chose dans presque toutes les provinces.) Il ne pourra pas maintenir cette position encore longtemps.

UN conte de Hans Christian Andersen parle d'une oie qui pondait des oeufs d'or. Nous savons tous quel sort a été réservé à cette oie. Il est possible que gouvernement québécois commette la même erreur que le roi cupide du conte.

Nos collègues de la FQPPU ont adopté une position ferme contre la nouvelle politique. L'ACPPU s'oppose depuis longtemps aux droits différentiels. Il faudra une bonne dose de raisonnement et de politique pour modifier le point de vue du gouvernement québécois. Ce travail devrait commencer dès maintenant. ■